

To
RIGHT A WRONG

AN ADDRESS

To the Officers and Members of the Divisions of the
Brotherhood of Locomotive Engineers

BY

JOHN W. KNOWLTON

1897

77
1280
9.8

TO RIGHT A WRONG.

BY JOHN W. KNOWLTON,

First Assistant Engineer Decatur Division 135, Brotherhood of Locomotive Engineers.

Officers and Members of Divisions, Brotherhood of Locomotive Engineers:

An injustice has been done a brother engineer, and for over nine years George H. Baker has suffered under it in silence. That an injustice to Brother Baker was done in his expulsion from this Division, of which he had for three consecutive years been Chief, was legally decided by the same Division 22 months ago, in February, 1896; and I believe that the members who will read dispassionately the evidence then presented to us must agree that our action was right, and that it was simply done to right a wrong committed in the heat of conflict and mistaken impulse.

For a number of years previous to the C. B. & Q. strike Brother Baker was such an active member of the Brotherhood and so fearless in defending the interests of Wabash engineers, that it was considered no distinction or honor in the gift of our Division was too good for him; he had our complete confidence. In defending his brother engineers he came to be regarded by some of the Wabash officers as the chief agitator on the road, and on more than one occasion he experienced trouble on this account, which however he was always able to settle and hold his own without Division help; but he was always quick to give Division help and the benefit of his influence to any brother in trouble, thus saving many from long suspension or dismissal, and securing the reinstatement of others who were dismissed. Brother Baker always had a strong personality, and as a consequence made warm friends and warm enemies; but even his enemies could always depend upon his staunch support if they got into trouble. A case in point was that of Brother Henry Pinson.

Brother Pinson was once so bitterly opposed to our young Chief (Baker was only 27 when first elected Chief Engineer of Division 155) that he favored a combination to secure Brother Baker's dismissal from the road. Of course the movement was not made, but about three years later Brother Pinson fell a victim to an old enemy of his, "John Barleycorn," and was immediately dismissed. Pinson promptly appealed to Baker for help, and the help was given freely and quickly, and Pinson's dismissal took the form of a very light suspension.

Brother Baker was always zealous to maintain the provisions of the Wabash schedule of pay; and when ten years ago the schedule was broken by the company, Brother Baker left the Chief's chair at a regular meeting to make and debate a motion to convene the General Grievance Committee to at once adjust this and several other grievances. His motion was carried, and the result was the convening of the committee, of which he was made a member, and the adoption, after months of labor, of the best schedule of wages ever granted Wabash engineers and firemen. It abolished classification of pay, and was the first schedule to do this adopted outside of the Southwestern States. Brother Baker was the author of nearly every important clause in the schedule affecting wages, and of that clause so generally adopted in following schedules on other roads to the effect that "All officers and engineers shall observe strict courtesy of manner in their intercourse with each other." This became a famous schedule and was largely copied in later settlements on other roads.

A year later the Brothers on the C. B. & Q. tried to secure the adoption of a similar schedule, with, unfortunately, several demands that should have been made as requests, such as for free transportation for themselves and families, cracked coal for engines, etc. It is certain that Brother Baker's sympathies were warmly with the brothers on the "Q" when they struck to secure a schedule so similar to that which he was most active in securing for his brothers and himself on the Wabash. He defended their position in a strong letter to the *Chicago Tribune*, published early in March, 1888. It was the first article published in favor of the strikers, and it changed the editorial tone of the *Tribune* from denouncing the strikers to advising that their demands for pay equal to that on other roads should be granted.

A month later Brother Baker published another letter in the *Chicago Inter-Ocean* defending the profession of locomotive en-

gineering from the imputation made by the Secretary of the O. R. C., that there was not much in it, and that "Nine-tenths of the conductors are capable engineers."

In justice to Brother Baker I give these letters herewith:

(From the *Chicago Tribune*, March 9, 1888.)

THE BROTHERHOOD VIEW.

A CORRESPONDENT SIDES WITH THE STRIKING ENGINEERS.

DECATUR, ILL., March 5, 1888.

Editor of *The Tribune*:

So much has been said lately by the press, and especially *The Tribune*, about the strike of engineers on the Chicago, Burlington & Quincy Railway, about the injustice and unreasonableness of the demands of the men and the propriety of the management in refusing to grant the same, and so much of what has been said is not correct, and therefore does an injustice to one of the parties to that great controversy, that this article is addressed to you with the hope that it may give you some light in regard to the real position of the men and the propriety of their claims.

Speaking from the standpoint of an informed observer I desire to assist you to a clear understanding of the case, in order that your editorial columns, if used at all to influence the opinions of the public in regard to this matter, may be used to uphold and sustain the right, as I believe it is always your earnest desire to do, according to the best light you have.

Without commenting upon the propriety of the claim of the enginemen for the adoption of rules governing suspended or discharged engineers and firemen, or free transportation for selves, families and members of their respective organizations, or cracked coal for engines, or color-blind tests—all of which were simply requests, not demands—we will come directly to the real issues of the strike, the question of wages on the mileage basis and the abolition of the practice of classification of pay of engineers regulated by the length of term of service.

As Mr. P. M. Arthur says, the neighboring roads to the Chicago, Burlington & Quincy and nearly all the roads in the Union consider this as the proper and satisfactory basis of pay. It has been widely adopted and has not proved to produce mediocrity of service, has not "leveled the best men down and shoved the poorest up." You ask, "If the plug engineer is paid as well as the man in charge of the lightning express, and the former has a 'softer job' than the latter, what motive will any member of the Brotherhood have to seek the higher grade of employment, since it is accompanied only by harder work and more responsibility? Will not such a system have the effect of encouraging drones and shirks?" No, no such results have ever occurred, or would occur from the adoption of the desired basis of pay. None but intelligent men can successfully run locomotives. No intelligent man is a drone or a shirk; no intelligent man but who desires to excel and shine in his calling; no engineer but who desires and feels honored by promotion, however great the increased responsibility; no engineer, either "plug" or "lightning express," but who has proved himself faithful to his charge. Your readers have read

in *The Tribune* almost every day during the last year where one or more engineers and firemen have perished in collisions and accidents of various kinds. Can you or they recall how often you have told how the "brave engineer" had risked or lost his life in his efforts to save his train and passengers from destruction? How, regardless of family or self or life or death, he had at the moment of alarm or imminent danger remained steadfast at his post of duty, and saved his train or perished in the attempt?

Where do we see in this mediocrity of service?

Yet we know in nine out of ten such cases the engineers were working on the mileage basis of pay. Evidently, it had not had the effect of making "drones and shirks" out of them.

The mileage basis of pay is no experiment. It is the established rule upon most all the roads in America. Why, instead of telling of the direful results which are likely to occur from its adoption as regards good service on the Chicago, Burlington & Quincy Railway, do not the officers of that road point to other roads where it is and has been for years an established rule, and show the public its evil results? Why not point to the Wabash, where it has been the rule (the rule that the C., B. & Q. engineers now ask for) since March 1, 1883—five years—and have Gen. McNulta or Mr. Wade, his General Superintendent, tell how it has made drones and shirks out of the Wabash engineers, how the service has degenerated, etc.? The infrequency of accidents on that road speaks for the excellence of the engine service more eloquently than words.

No, there are no evil results to follow the adoption of the desired basis of pay. It is fair to the company and just to the men. All the other leading Western roads have adopted it, and we hear no complaints of its injustice or evil results from the managements of those roads. Why the Chicago, Burlington & Quincy Company, with its millions of surplus earnings in its treasury, will not pay its enginemen as well as other and even poorer roads is a question for it to answer to the public.

The practice of classification of pay, which is so objectionable to the engineers and firemen, is the practice of paying a promoted fireman for his first year's services as engineer wages but slightly above a fireman's pay, for same trip and in same service; for second year's service an increase of pay, and not until the third year allowing him full engineer's pay. This is known as third, second and first-class pay. Upon roads where there are but two classes of pay the engineer is generally allowed full pay for the second year's service. This practice is an injustice in so many ways, and has been taken advantage of by railway managers in so many instances detrimental to the interests of the engineers, that it has finally become unbearable. Without commenting upon its justice in any class of business, we will consider it as it affects the locomotive engineer. After serving an apprenticeship of several years as fireman, becoming familiar with the mechanical construction and operation of a locomotive, the rules of the company, the road, the rights of trains, the meaning of signals, our young engineer is placed in charge of a locomotive. All the responsibility, anxiety and hazard of a locomotive engineer's calling is placed upon him. He alone is in charge of the engine, and the safety of his train and the road in general is dependent upon him—just as much so as if he were an old and experienced engineer. A false move on his part, there is no one near to correct, and the consequences will certainly be as bad as if it

were the old engineer. There are no grades of responsibility, except in pulling different classes of trains. There being no grades of responsibility or of hazard or of services rendered, why should there be grades of pay?

That the old engineer may operate his engine more economically, and, therefore, to greater advantage to the company, depends not upon his experience, but upon his knowledge of steam engineering generally and locomotive engineering in particular—of the use of steam and of the importance, necessity and means of economizing in its use. That knowledge may be possessed by the young engineer in a more correct and excellent degree, if he has given the subject his consideration, than by the old engineer who has not.

As to the correctness of this statement I refer you to Mr. Angus Sinclair, No. 175 Dearborn street, Chicago, Secretary of the Railway Master-Mechanics' Association and editor of the *National Car and Locomotive Builder*, than whom no man in America is recognized as higher authority on locomotive operation.

No better proof could be wanted of the injustice of the practice of classification of pay than that *experience* alone is what is required for advancement. We never hear of locomotive engineers being examined as to their fitness for promotion to a higher grade of pay by an inquiry as to their knowledge of proper and economical locomotive operation, the only recognized standard being experience; whereas, by a correct understanding and practical application of the knowledge referred to, the promoted fireman could in his first year's service (as a third-class engineer) save in the operating expenses of his engine a sum of money represented by the cost of 400 tons of coal, as compared with the operating expenses of a locomotive run by an engineer of ten years' experience who did not possess or apply in practice the knowledge of our young engineer—yet the work done, cars pulled, miles run, speed attained and general services rendered by both men would be the same.

Here we see that experience is not a proper criterion to go by in this particular case. Therefore let railway managements require a standard excellence of knowledge of steam engineering of their engineers, and as their locomotives are not respecters of persons, but most obediently and effectually obey the hands of the men who best understand their power, they will have a standard excellence of service secured, and no need of classification of pay.

There are many other objections that the engineers have to this practice of classification of which I have not space to speak. Enough to say that it is flooding the country with engineers out of work, who have been discharged after reaching the rank of "first-class" for alleged violation of rules, but really to make room for cheaper men who could do their work as effectually and satisfactorily but for less wages. Therefore the Brotherhood of Locomotive Engineers have undertaken to abolish this unjust and pernicious practice. They have the support of the firemen's organization for the simple reason that the firemen—from whose ranks the locomotive engineers of the future must come—are intelligent enough to see the propriety of their upholding the engineers in their efforts to maintain the best interests of the occupation which they aspire to. The organizations have taken no new stand upon the question, only a firmer one, and are simply maintaining the position they have held for years, not secretly, but openly and publicly. The public is now only

being made aware of it by the action of the Chicago, Burlington & Quincy management in refusing to abolish the practice as the men request, and as their neighbors have done before them. The action the men have taken was justified by their treatment, and cause for complaint, and was only taken after all possible means of effecting a peaceable settlement were exhausted. They have the sympathy and support of all the railroad men in America, and should have the same of all fair-minded men.

The Brotherhood of Locomotive Engineers is an organization that has for its purpose not strikes or public inconvenience, but the protection of the interests of locomotive engineers, the elevation of their standing as such and their character as men. Its influence upon its members is wholly for their good—morally and intellectually—and as those members occupy such an important and responsible position in the great railway service of the country and to the traveling and general public, the influence of the Brotherhood is for the safety, welfare and general good of the people and the country. The principles which stand as the motto of the order are Sobriety, Truth, Justice and Morality. The importance of practicing these principles is earnestly impressed upon each member, and strict conformity required, especially as regards sobriety. Any one violating this principle is expelled from the Brotherhood. This is proper, as of all the requisites of a locomotive engineer sobriety is the most important. In no person in railroad service, from the President of the company to the humblest employee, is sobriety so necessary as in the engineer, or a want of it so hazardous to life, merchandise and property.

Therefore the great and influential public and press should be slow indeed to condemn or speak ill of an organization that has done more than all other means to make railroad travel, transportation and operation as safe and free from accidents as it is to-day by requiring of its members, the engineers, strict sobriety, thereby giving them that strength of mind and possession of faculties that enable them to always do the right thing at the right time, thereby evading danger, or in the presence of it to be self-possessed and courageous.

This is the sort of engineers the Brotherhood offers to the public and that the Chicago, Burlington & Quincy management think they can profitably replace upon that road by a set of men without principle or honor or experience, simply for the reason that their engineers demanded a fair and reasonable compensation for their hazardous and responsible work, such as is allowed engineers on most all other roads. The Brotherhood of Locomotive Engineers is a moral organization in the strictest sense of that term. Never a meeting of the Brotherhood is opened until the blessing, guidance and support of the Supreme Ruler of the universe are invoked, asking that wisdom, discretion and justice may govern its deliberations and actions and that every act of the Brotherhood may tend to the welfare of His creatures and the glory of His Word. The Bible is the headlight of the organization, and the Golden Rule of Christianity is likewise the Golden Rule of the Brotherhood, namely: "Do unto others as you would that others should do unto you, and thus fulfill the law."

This is the stand of the Brotherhood, and it should be upheld and sustained by the press and the people in its struggle with the greed and intolerant oppression of the Chicago, Burlington & Quincy corporation.

GEORGE H. BAKER.

(From the *Chicago Inter-Ocean*, April 5, 1888.)

CONDUCTORS vs. ENGINEERS.

AN ENGINEER'S REPLY TO A CONDUCTOR'S STATEMENT.

DECATUR, ILL., April 2.

To the Editor:

The article in the *Inter-Ocean* of March 31 stating the "Conductors' Position" is such a flagrant falsehood, and such a direct insult to the entire and individual membership of the Brotherhood of Locomotive Engineers that it seems improper to me that it should be allowed to pass without notice or denial.

It is not the purpose of this article to belittle or injure or offend the conductors as a class, for there are many worthy and intelligent gentlemen following that occupation who are not responsible for nor in sympathy with the "scab" making circulars of their order.

The statement purporting to be copied from the annual report of W. P. Daniels, Grand Secretary of the O. R. C., that "it is time for the conductors to teach railway officers what the engineers themselves already know, and are anxious to conceal, that nine-tenths of the conductors of the United States are capable and trustworthy engineers," is so utterly out of proportion with the truth, or with any semblance of truth, or even with common sense, that it is surprising that any sane man would make it and hope to be believed by any persons with the faculty of thinking for themselves.

When locomotive engineers first came into demand in America, railway companies for quite a while groped in the dark for the best material out of which to choose the men who should fill the always responsible position of the engineer—the men who, understanding the mechanical construction of their engines, should guide them by night and by day, in fair and stormy weather, under favorable and unfavorable circumstances, and who, whether in hours of apparent safety or moments of alarm and imminent danger, would be even-minded, alert and courageous.

Railway officers at that time thought that no person should be intrusted with the care of those monsters of usefulness or destruction (according to the intelligence and excellence, or the ignorance and stupidity of the engineer) but those men who had assisted in their construction; therefore machinists from the shops were chosen to run the engines on the road, and a few hours' practice moving cars around the yards was deemed sufficient schooling to enable them to pull a train successfully over the road. But long lists of accidents, collisions and general failures soon convinced the officers that something more than the knowledge of the construction of the engines was necessary, and that the fact of a person's skill with tools and in taking apart and putting together machinery, gave no evidence of his being able to manage a locomotive under the many different and changing circumstances of a 100-mile run.

Then graduates from mechanical institutions were tried—young men who understood the laws of philosophy and mechanism generally—but without success, for, alas! it was found that all their philosophical and mechanical knowledge availed them but little when they could not recognize the impor-

tance and understand the means of at all times keeping that portion of the boiler exposed to the heat of the furnace covered with water.

It was finally found that the very best material to satisfy the want was present upon each engine in the shape of the fireman. Unschooled in the sciences or in the use of tools, or in the construction of machinery, he yet was in a position—the only position—where that magazine of practical knowledge necessary to the safe, proper and economical management of the locomotive can be gained. In his position he grew to an understanding of speed, and of the best and most economical way of obtaining it with the least outlay of fuel. He came to know what power was necessary to check that speed under the many varying conditions of wind and weather, condition of the rails and brakes and inclines of the road and weights of the train, and at what distance that power should commence to be applied to insure a proper stop, and safety from accident. He became familiar with the road, the rights of trains, the rules of the company, and from his daily and intimate association with the engine he became familiar with its construction and working parts.

So here was found to be the proper school for engineers, and always afterward, and to-day, upon railways, he who would be a locomotive engineer is required to pass several years of apprenticeship as a fireman.

Now, it appears that experience was a poor teacher, and railway officers have all been mistaken—that they have not yet hit upon the right men for engineers. The gentlemanly conductor, with his clean clothes and unsoiled hands, whose duties have always kept him as far away from the soiling engine as possible—he is the proper man! True he has had no means of acquiring any practical knowledge of steam engineering, or of the construction and management and care of locomotives, but then he can read, and there have been several worthy books published upon the subject. Maybe he has read them, and mechanical papers, too. Maybe he has not. Any way he is the conductor, the boss of the train, and of course knows all about everything. So the public need fear no great interruption of business, for if the engineers become dissatisfied with their conditions of service on any railway, the conductors (if they follow the advice of their grand officers) will just go onto the engines and astonish the world, and the traveling public especially, by the display of their wonderful knowledge and intelligence in regard to locomotive engineering, and railway officers will wonder why they didn't think of the conductors before and make them engineers, instead of the smutty and gummy firemen whose order of general intelligence is so low that years of practical every-day life on a locomotive can not fit them to govern and manage an engine so well as the conductor, who has at best acquired all his knowledge of engine running from seeing the engineer perform his duties.

No, the statement is utterly false, and so silly that, only for the fact of the general public being so little acquainted with the duties and responsibilities of locomotive engineers, and therefore ready to believe almost anything they hear about such matters, it is unworthy of notice.

Sobriety, intelligence and familiar acquaintance with the construction, working parts, and duties and relations of each part to each other part and to the whole machine, is necessary for the competent and successful locomotive engineer, besides an understanding of steam engineering generally and the means of economizing in the use of steam and fuel.

Any person of common sense knows that such knowledge is not general,

or easily picked up. It can be truthfully said that an intelligent man after three years of daily life on a locomotive in road service has done well if he has come to a correct understanding of the above and of the other duties that are required of a locomotive engineer. The Grand Secretary goes on to say in his report that the Engineers' Brotherhood makes "a great pretense of accepting only sober, moral men, but we behold the spectacle of hiring bartenders to leave their business and become members of their organization—men who are notorious drunkards made members without application from the man himself but upon the solicitation of divisions (lodges) of the organization."

In regard to this I must say that it is evidently as great a falsehood and with as little foundation in fact as the statement that "nine-tenths of the conductors are competent and trustworthy engineers."

Sobriety being the first and most imperative requisite of locomotive engineers, it is therefore the first and most imperative law of their organization. No violations are allowed, but are always punished by expulsion, or suspensions for long periods.

The law is imperative, and I will promise that if proof of its violation can be furnished the violation will be punished; if by a member or members by their expulsion or suspension, and if by a division (lodge) by the revocation or suspension of its charter.

The law of the Brotherhood is so clear and imperative on this point that if a member be convicted of keeping or working in a saloon where intoxicating liquors are sold, it becomes the duty of the chief officer of the division to declare the offending member expelled without a ballot being taken. No excuse is taken and no exceptions are made.

I send you leaves from the *Locomotive Engineers' Monthly Journal* for the first three months of the year. In each is published a list of members suspended and expelled for various misdemeanors—I am sorry to say many for intoxication, which shows that the law is frequently violated, but also that the violations are always punished.

"Men who are notorious drunkards made members without application from the man himself, but upon the solicitation of divisions." False!

No engineer can become a candidate for admission to the Brotherhood until he has made personal application, accompanied by an initiation fee, and not even then until his application has been approved by three engineers, members, who shall certify that he is a man of good moral character and temperate habits. After this a committee of three, including none of the members who approved of the application, investigate for two weeks the character, ability as an engineer, habits and standing of the applicant, and report favorably or unfavorably upon the application, before the vote is taken upon the election of the candidate.

Even if all this procedure has been so far favorable for the candidate, at the election two dissenting votes will debar him from membership.

This is the law, and like all other laws of this most perfect of labor organizations, it is always enforced and observed, or violations punished if proof is furnished.

The whole purport of the report is false and disgraceful to the last degree; and the author and his report, and all who approve of it, are deserving of nothing but the contempt of all fair-minded and truth-loving men.

I believe a large majority of the members of the Order of Railway Conductors are intelligent men and worthy of respect. I know many of them are, but if they value the good will, friendship or respect of their associates in railway service, and honest and intelligent railway officers and their own self-respect, they will contrive some means to remove, or gag, the officers of their order who have no better sense than to resort to falsehood and misrepresentation and slander to advance the interests of an organization that should be a model to go by.

GEORGE H. BAKER,

Chief Engineer Decatur Division 155, Brotherhood of Locomotive Engineers.

It will be seen from these letters that Brother Baker entertained a high conception of the excellence of the B. of L. E. as an organization, and of the skill and consequent deserved respect of locomotive engineers.

His later attitude and connection with the strike are best stated in the following sworn statement made to the Southern Pacific engineers and firemen in 1891:

STATEMENT.

SACRAMENTO, CAL., July 6, 1891.

To the Engineers and Firemen of the Southern Pacific Railroad:

Since my appointment as Fuel Expert of this company a good deal has been said about my connection with the C. B. & Q. strike of engineers of February, 1888. As much of what has been said is totally untrue, this address is for the purpose of stating the correct facts in the case.

The date of the strike found me an engineer on the Wabash Railway, running on the Chicago division. I was serving my third term as Chief Engineer of Decatur Div. 155, B. of L. E. I had served as delegate to the New York and the Chicago International Conventions of 1886 and 1887, respectively. I had also served as a member of the Wabash General Grievance Committee that secured a very satisfactory schedule of pay in 1887, and the abolition of classification of pay of promoted engineers.

It is said now, by whom I do not know, that I supported the strike referred to at the beginning, even so far as to offer my services to some officer of the B. of L. E. to go to the C. B. & Q. to wreck engines. That the proposition was refused, and that I then went to the C. B. & Q. as a traveling engineer.

The statement that I offered my services to any one to go to the C. B. & Q. during the strike for the purpose of wrecking or damaging engines, or for any other purpose, is a lie out of whole cloth.

The statement that the strike received my support at the beginning is correct, because I believed it was a strike to secure a fair schedule of wages, such as was paid by other railroads, and such as regulated my own pay. It continued to receive my active support so long as the methods of the leaders of the strike conformed to the laws of the country and the principles of the B. of L. E. When the leaders of the strike passed these boundaries, my support ceased and my opposition began. I proposed to Grand Chief Arthur, about

the second day of the strike, that the position of the Brotherhood, the justness of its demands, etc., etc., should be explained to the public, as I believed public opinion was an important factor, and the Chicago newspapers were all arrayed against the strikers. The railroad company took pains to fully inform the papers of its position, its reasons for the same, and dilated upon such demands of the men as for cracked coal for engines, and free transportation for themselves and families, until uninformed people began to think such things as these constituted the reasons of the men for striking. The Brotherhood, on its side, was silent.

Mr. Arthur did not approve of my proposition, but said "to let the papers go."

On my own responsibility I sent a communication to the Chicago *Tribune* in defense of the Brotherhood's position, and it was the first article, I believe, that appeared in the Chicago press supporting the strike.

In a letter to the Chicago *Inter-Ocean*, in April, I also defended the B. of L. E. against the attack of the Grand Secretary of the O. R. C.

April 17th, forty-nine days after the beginning of the strike, I received the following circular letter from the Chairman of the C. B. & Q. General Grievance Committee:

"CHICAGO, ILL., April 16.

"To C. E. & F. A. E. Div. No.

"The Chicago, Burlington & Quincy have only got about one-half of the men prior to the strike. They want 400 or 500 more engineers. We have decided to call on you to furnish one or two men from your division. We will ask the same of all divisions throughout the country, to come and apply for situations on the 'Q' under an assumed name, and, as soon as they go to work, to correspond with John Sowers, National Hotel, Chicago, for instructions.

"The object is to disable engines in every way they can and on a given day to quit work in a body, after receiving instructions from us. The company is on their last leg, and by this means we propose to take the other. We don't want any of them to come here but to make application at the following points: Aurora, Galesburg, Creston, Plattsmouth, Lincoln and McCook.

"Be very careful who you select to come, men who don't talk too much or who are in the habit of drinking. Supply them with plenty of sal soda and emery. Have them get leave of absence for thirty or more days.

"P. S. Please don't let this outside except within yourselves and the men you select to come. Please answer on receipt of this.

"Yours fraternally,

(Signed)

"S. E. HOGE, Chm. G. G. C.

"Room 34, Grand Pacific Hotel, Chicago."

While my sympathies were with the striking enginemen, I could not approve of this plan of gaining their point. It was contrary to all common rules of fair play or fair fighting, and the laws of the State of Illinois and the principles of the Brotherhood of Locomotive Engineers. As a man, as an American citizen, and as a member of the Brotherhood whose principles and good name I honored, I was uncompromisingly opposed to any such action on the part of Brotherhood men. I considered that the fair name of the Brotherhood was smirched because such a request was circulated by a member, and that it would be to the everlasting disgrace of the organization if the purpose of the circular was carried out.

I resolved if possible to defeat that purpose, and contemplated for several

days how best to do so. In the interval I saw Chairman Hoge at Chicago, and asked him if he had issued the circular, and why. He said he had, and that he had done it because the men were clamoring for something to be done, and he didn't know of anything else that could be done, and that this was suggested by a delegation from Texas. I asked him how he expected he could trust that circular to 30,000 men and keep it out of print, when neither he nor I could do anything in our own divisions without having it known outside. He replied that he did not intend the circular to be read to the divisions, but that he particularly stated in each circular for the Chief or the F. A. E. to "not let it outside of themselves and the men they selected to do the work."

In thinking of what was best to defeat the purpose of the circular, it of course occurred to me to send it to Grand Chief Arthur and propose that he forbid all divisions complying with it. While I felt (and do yet) that Mr. Arthur disapproved of the circular as heartily as I did, yet I did not believe he would approve or carry out my proposition. I felt certain he would forbid me to comply with it, or anybody else who communicated with him in regard to it. But would that stop any of the "fire-caters" who wished to from going ahead and carrying out Hoge's wishes? I thought not. So I concluded that the only effectual way to stop the thing was to prevent engineers so inclined from getting work on the C. B. & Q. It would have been an honorable and a wise thing for Mr. Arthur to have sent a copy of Hoge's circular to the General Manager of the C. B. & Q., and warned him to beware of men who sought to accomplish its purpose; that it was not of the Brotherhood, and without its sanction. It appeared to me that that would be the best thing to do. I did not suggest it, however, because I thought it would be in vain. I may have labored under a mistake, but I felt that there was opposition to me by Mr. Arthur. At the New York convention in 1886 it became my unpleasant duty to object to his re-election by acclamation, as I was under instructions from my Division to vote for another man for Grand Chief Engineer. Mine was the only objection offered. Afterward it was reported to me that Mr. Arthur spoke of the matter on different occasions. The report may have been incorrect, and the antagonism without existence. But at the time I write of I felt that it did exist. For these reasons I did not communicate with Mr. Arthur about the circular. I did communicate with Second Grand Assistant Engineer Cavner, and expressed myself as strongly opposed to the means Hoge advocated. Mr. Cavner was on the Pacific Coast at the time, and I decided to act myself without delay.

I decided to impart my knowledge of Hoge's circular to Mr. K. H. Wade, General Superintendent of the Wabash Railway, and ask him to warn the officers of the C. B. & Q. against employing men for engineers who might apply for work in compliance with the request of Mr. Hoge.

I knew Mr. Wade to be a gentleman of integrity and honor, and one I could safely trust in this affair. I imparted the necessary information to him, and told him that such a conspiracy to damage property was in violation of every principle of the Brotherhood of Locomotive Engineers, and that while I was sure it would be condemned by the grand officers and most of the members of the organization, I was equally sure there were hundreds of members throughout the country who would willingly comply with Hoge's request. Therefore, I asked him to give the necessary

warning, and said that all I asked was that the matter never reach print, or my name be mentioned in connection with it. This promise was given, and I am satisfied was kept in good faith.

A day or so after my interview with Mr. Wade I met Mr. Angus Sinclair, then a member of the B. of L. E. The subject of the strike formed part of our conversation, and Mr. Sinclair stated that his sympathies at that time were with the strikers, in so far as their demands and actions kept within the limits of right and the principles of their organization. Finding we were of one opinion in regard to the matter, I told him of Hoge's circular. He expressed the deepest disgust that anything so foolish, and so criminally wrong, should be attempted. He expressed a wish to see the circular, and after reading it went at once to the office of Mr. H. B. Stone, the General Manager of the C. B. & Q., informed him of what he knew, and denounced the whole thing as an infamous piece of business.

This was about April 21. The balance of April, all of May, all of June, and the first week in July (two months and a half) passed without anything happening in connection with the strike, or anything being said about the Hoge circular. So I had come to the comfortable conclusion that as my wishes for its suppression from publicity had so far been respected, the matter would never be made public. I have no doubt but that this would have been the case had not other outrages been attempted by the strikers, and the attempted wrecking of a passenger train by dynamite, the arrest of striking engineers riding on C. B. & Q. trains with dynamite in their possession, presumably for the purpose of wrecking trains or property, raised such a storm of indignation among the people of Chicago.

The railroad officers evidently thought that forbearance had ceased to be a virtue, and they consequently caused the arrest of all implicated in the dynamite affair, and also the arrest of Chairman Hoge for issuing his circular, and the circular was published.

It is useless for me to attempt to describe my disappointment at this turn in affairs; but the situation had to be accepted.

The General Manager of the C. B. & Q. now sent for Mr. Angus Sinclair and told him he thought it was time to call a halt, and he wished very much to have the trouble settled; and he asked Mr. Sinclair if he could tell him of some good Brotherhood men he could talk the matter over with, because he was unwilling to do any further business with Chairman Hoge. Mr. Sinclair named an engineer on the Illinois Central, one on the Chicago & Northwestern, and myself, as men who would probably meet him if he wished, and make any arrangements possible looking toward a settlement of the difficulties. On the morning of July 12th I received a letter from the General Manager of the C. B. & Q., asking me to call at his office as he wished to see me on an important matter. I called as requested, and Mr. Stone repeated to me what he had told Mr. Sinclair, and said he thought the strike had gone far enough and he wished to settle it. He stated his proposition for a settlement, which was, in effect, that he would in the next two months need about 500 more engineers than he had, and he would prefer to have his old men to strangers; that he was willing to take up the question of pay on some runs and adjust it on a par with that of other roads; that all vacancies for engineers and firemen for the next two years that should occur on the road should be filled from the ranks of the old men, and that all the old men should be eligible for re-employment

except a few who had made themselves specially obnoxious, and he would give the names of those. He said he was willing to meet the officers of the engineers' and firemen's organizations and submit that proposition. I immediately telegraphed to Mr. Arthur that Mr. Stone was willing to settle, and to please come to Chicago at once. The next day I received his reply: "Mail me particulars." I did not think we could afford to wait for mail communications, and, accompanied by the Chairman of the Wabash G. G. C. I called on Messrs. Hoge and Murphy (Mr. Murphy was the Chairman of the Firemen's Committee) and told of Mr. Stone's proposition, my message to Mr. Arthur, and his reply. Both expressed much pleasure at the prospect of a settlement, and we at once called on Mr. Alexander Sullivan, the strikers' attorney. He too was pleased with the proposition, and expressed a wish to see Mr. Stone at once. A meeting was arranged for that evening at Mr. Stone's residence, at which the proposition was discussed at some length. Mr. Sullivan at once telegraphed for Messrs. Arthur and Sargent. Both gentlemen responded promptly. A meeting was at once arranged for with the C. B. & Q. officers, and after it everybody seemed satisfied that the proposition was fair, and the strike as good as settled. Mr. Arthur thanked me for my part in bringing about the meeting. Incidentally the talk led up to the Hoge circular, and Mr. Arthur denounced it as a disgraceful thing, and said that he had warned Hoge that he laid himself liable to go to state prison in issuing it; that Hoge had replied that it could not be traced to him, etc. But Mr. Arthur said that if he, or Mr. Sargent, or, I think, Mr. Murphy, were put upon the stand, they would have to tell the truth, and their evidence would convict Hoge.

I repeat these remarks of Mr. Arthur's now, because it has been said that my action in regard to Hoge's circular was prompted by a fierce desire on my part to injure Mr. Hoge and send him to prison. If such had been true, Mr. Arthur was now telling me of three other good witnesses I could use to further my design. But, far from wishing to harm Mr. Hoge or see him imprisoned, I expressed to Mr. Stone my wish to have him not prosecuted. It has further been said that I acted as I did with that circular to injure Mr. Arthur and the B. of L. E. This is quite as false as that I did it to injure Mr. Hoge. My wish was to injure no one, but to save the fair name of the B. of L. E., and to prevent some of its unworthy members from accomplishing an unmanly and unlawful act. I have always laid the blame where it belonged, at the door of S. E. Hoge and his advisers, and I never intimated that the B. of L. E. or P. M. Arthur was in any way connected with or in sympathy with it. But I have always stoutly maintained the contrary.

As is well known, the proposition made by Mr. Stone for the settlement of the strike was rejected by the men on strike, and the strike continued. I now made no further secret of my action in regard to the Hoge circular, and at the first meeting of my Division in August I made a statement of just what I had done. I continued as Chief of my Division until the expiration of my term. I also sent a statement of my action to the Richmond Convention, asking that my course be approved or disapproved of. My request was not acted upon, and I was informed that it was considered a local matter. In November I was expelled from my Division for my course in connection with the Hoge circular. In the same month I was offered a position on the C. B. & Q. as an Assistant to the Superintendent of Motive Power, to look specially into the matter of the economical use of fuel. The salary offered

was not in excess of what I was then making as an engineer on the Wabash, and was less than what I had averaged during the Summer months previous. But I considered it an opportunity to demonstrate a truth I had long been convinced of, namely: that an improvement could be effected in the coal consumption of locomotives by giving enginemen a more intelligent conception of some matters of steam engineering than that generally possessed.

I state this because it has been said that the position was given me as a reward. There was no reward about it, and I was selected for the position simply because the C. B. & Q. officers thought I was the man they wanted for the position. The record of the coal consumption of different engines run by me, accompanying this address, may give an idea why they thought so. The record was previously published in the *National Car & Locomotive Builder*, and copied by the *Firemen's Magazine*, in, I think, the following month. I accepted the position offered me, as by the action of my Division in expelling me I considered myself at liberty to do so.

As it has been variously reported that I went to the C. B. & Q. as a freight engineer, a passenger engineer, a traveling engineer, I give a copy of my letter of introduction to the Master Mechanics and Road Foremen of the road, defining my position and duties:

CHICAGO, BURLINGTON & QUINCY RAILROAD COMPANY, }
Office Superintendent Motive Power, }
AURORA, ILL., Dec. 7, 1888. }

To Master Mechanics and Road Foremen:

This will introduce to you Mr. George H. Baker, who is attached to my office as an Assistant to look especially into the matter of the economical burning of fuel in our locomotives, stationary boilers, etc.

Our coal consumption, as you know, has been in excess of previous years, and steps must be taken at once to bring about a decided improvement. Mr. Baker's mission is more particularly to find out what the best practice is, and, through me, get it introduced on all divisions. Mr. Baker is a practical locomotive engineer, and I hope you will give him all the assistance and co-operation you can, in his particular line of work.

GODFREY W. RHOLES,

Supt. M. P.

I have now in this address taken up and specifically treated every accusation worthy of notice that to my knowledge has been made against me. I have told the truth and all particulars of the truth that are of importance.

I trust this statement is such as to convince fair-minded men that my actions in the affair discussed were without malice or intent to injure, but were actuated by a desire to prevent crime and undeserved reproach and injury to the B. of L. E.

I trust that it is such that you can all now give me the co-operation so necessary in the work I am engaged in among you. On my part I can assure you there is no malice or ill feeling toward any man. My object and vocation is to improve, and simply with that end in view I am.

Yours sincerely,

GEORGE H. BAKER.

Subscribed and sworn to before me
this 6th day of July, 1891.

W. A. HENRY,
Notary Public.

It is true that Brother Baker was expelled as stated, and for the reason stated; our Division holding at that time that Brother Hoge's circular was a Brotherhood secret, and should have been observed by Brother Baker as such. We could then conceive of no other object that could have induced him to impart a knowledge of that circular to a railroad officer except a selfish wish for gain, or a desire to disgrace the Brotherhood in order to advance himself. He stated to us in open meeting practically what he says in his statement, but we did not then believe his assertions, and considered he had brought a great deal of disgrace on our Division. Shortly after we expelled him he left the Wabash to go to the Burlington road, saying frankly where he was going and what he was going to do. I have no doubt that he felt he was very unjustly treated, and was morally at liberty to give us a slap in return as opportunity offered. However, he did not slap back further than to accept the official position offered him. His active work in this position did not begin until March 30, two months after the strike was officially declared off. During a number of succeeding years Mr. Baker never made any complaint of his treatment, and never said a word derogatory to the Brotherhood or the members of his old Division. During this time he secured several valuable positions on large railroads, only to lose them in consequence of the antagonism of our Brothers because of his expulsion from the Brotherhood and subsequent work on the "Q." He was regarded as an enemy to our interests; and no one did so much to make him appear in this light as myself. I have always been perfectly honest in my treatment of Brother Baker; and when I considered him to be an enemy I was more active than any one else in spreading my belief.

In the Summer of 1894 the Debs strike spread to the Wabash, and the engineers and firemen struck and lost. Our strike did not receive official sanction or help, and was not considered a Brotherhood affair. After the strike was over we were without positions or prospect of re-employment, and by orders of General Manager Hays of the Wabash no application for employment would be received from any one who had engaged in the strike. The small savings of some of our Brothers were soon spent, and actual want existed in many homes that had known only plenty for many years. Somewhat to our surprise George H. Baker came over the road when things were most critical in this way. He had been employed by the President of the road to instruct

the men who had taken our engines. He was Editor of the *National Car and Locomotive Builder* then, in which position he succeeded Angus Sinclair three years before. The Wabash was hiring many new men, and needing more than it could hire, and the members of our Division were in distress. We needed help from a power above the General Manager, who firmly refused to even let us make application for work. Baker was in a position to influence this power, and we knew that unless his heart had been changed by our persecution of him, he would help us. I, who had done most to injure him, seeing the necessity of the case, wrote to him for such help, more for the sake of the less fortunate brothers of our Division than for myself. I append his prompt reply:

Office of the *National Car and Locomotive Builder*. }
George H. Baker, Editor. New York, March 1, 1895. }
Mr. John W. Knowlton, ex-Engineer Wabash Railroad,
Decatur, Ill.

DEAR SIR: I received your rather unexpected communication asking me to endeavor to open the gate that has now been firmly closed for eight months. I think the letter does your manhood credit. I never in my life refused a possible favor to an engineer in distress, and although the members of Division 155 have treated me very badly, according to my idea, they previously treated me exceedingly well, and I am inclined and always have been to remember the good and forget the evil. I entertain no resentful feelings toward any engineer on any road. In their abuse of me and efforts to "down" me I have always thought they acted according to what they thought were proper lines of conduct. I feel the same toward you that I do toward the others.

Therefore I immediately sent your letter to President Ashley, and I have a note from him this morning saying that he is going to St. Louis next week and will confer with Mr. Hays on the matter. I said all I could in favor of giving the old men another chance as vacancies occur.

Respectfully,
(Signed) GEORGE H. BAKER.

This is a copy of his letter to President Ashley:

Office of the *National Car and Locomotive Builder*. }
George H. Baker, Editor. New York, Feb. 28, 1895. }
Mr. O. D. Ashley, President, Wabash Railroad,
195 Broadway, New York City.

DEAR SIR: I enclose herewith a letter received this morning from Mr. John W. Knowlton, formerly for many years an engineer on the Wabash at Decatur. You will observe that he places altogether too much reliance on my ability to aid in some way the accomplishment of what he desires, which briefly stated is the removal of the present existing barrier to the re-employment of any of the engineers who joined the strike on your road last July.

He asks if men who did not make themselves objectionable to the officers by violent or objectionable conduct during the strike may be permitted to make application for re-employment, and to be re-employed as vacancies occur.

As I am but temporarily connected with the road, it is not proper for me to make any recommendations in regard to matters of this kind, and I therefore simply submit Mr. Knowlton's letter to you as stating his view of the matter, which is probably shared by his companions.

Whether strikers should ever be re-employed, or not, is a broad question, and there is much to say on both sides. Local officers are usually opposed to such re-employment. It is a question if this is not a narrow view engendered by the heat of conflict. That strikers who after ceasing work try to embarrass the operations of the company in any way, should not be re-employed is evidently so just a proposition that none can argue against it; but it is within reason to consider if strikers who simply cease work and thereafter abstain from interference and conduct themselves generally in an inoffensive way, should not receive more consideration. If they did it would be some inducement for men to behave themselves in strikes, and it would act as a deterrent with men inclined to misbehavior, if they knew that such conduct barred them from the possibility of re-employment.

I personally know that there is a good deal of distress among the company's former engineers, and there is no doubt if some of these were re-employed, as vacancies occur, that they would prove faithful. They have had a bitter experience, and "a burnt child dreads fire."

I believe that Mr. Knowlton tells the simple truth in his letter about his attitude at the beginning of the strike. I regret that Mr. Knowlton has been unfriendly to me for some years, and so ^{no} occasion exists for me to laud him, but in simple justice I will say that to my knowledge he has always been opposed to any trouble between the engineers and the company.

While on the Wabash line last month I sounded some of the new men in reference to their feelings toward the old men, and I found them in every case to be kind. Trusting you will pardon my long letter, I am,

Respectfully yours,

GEORGE H. BAKER.

(Signed)

Mr. Ashley replied as follows:

Wabash Railroad Company, 195 Broadway. }
New York, March 1, 1895. }

George H. Baker, Esq., 140 Nassau Street, New York City.

MY DEAR SIR: I received your letter of February 26, enclosing one from Mr. Knowlton, one of our ex-engineers, and have read both letters attentively. I can only say that I will take up this matter with Mr. Hays next week, when I expect to be in St. Louis, and see that it has the proper consideration. Of course these cases always have two sides, although Mr. Knowlton may have made a truthful statement. I fancy one of the difficulties now will be that we have no vacancies, and I am sure that neither you nor Mr. Knowlton expect us to displace men to make room for those who had struck. I am very sorry that any of these men should have been thrown out of employment by the strike, although I felt from the first that they were using us very unjustly under all the circumstances.

Yours truly,

O. D. ASHLEY,

President.

(Signed)

Both the efforts of Mr. Baker and the kind disposition they evoked in Mr. Ashley (abundant proof of which I since have personally had) failed to secure employment for any of us on the Wabash; but George Baker's prompt response to our appeal impressed many of us with the belief that in our oppression of him we had wronged him. A year passed after this event, and Mr. Baker was confronted by further evidence of his being regarded as an enemy to engineers and our Brotherhood. He then addressed this letter to our Division:

140 Nassau St., New York. }
February 1, 1896. }

Officers and Members Division 155 Brotherhood of Locomotive Engineers,
Decatur, Ill.

GENTLEMEN: I beg to request that you reconsider the action of the Division in November, 1888, expelling me. I believe that on examination of the evidence submitted you will agree with me that this action was unwarranted by the facts; and that on reflection you will decide that I was never otherwise than as you knew me intimately for many years, and have had ample evidence lately, entirely friendly to you and to the good standing and properly directed efforts of the organization.

I have always been a friend to locomotive engineers, and while I was a member of the Brotherhood I was enthusiastic in my admiration of the high character and excellence of its principles, which taught (and I suppose still teach) the foundation principles of right living. I beg to say that Hoge's infamous circular was in direct conflict with these, as you all well know, and too disgraceful and criminal to be owned as a Brotherhood act. It was a **hoodlum** act, and I claim (as I believed then and have always since believed) that as Chief Engineer of our Division and a member of the Grand International Division, and therefore a representative of the Brotherhood, I violated no part of my obligation and no principle of the Brotherhood in exposing its disgraceful intent in the only practical way to defeat its purpose. My sole object was the defeat of this, and the defense of the good name of the organization I honored, and, in our vicinity, represented. Being innocent of intent to injure any legitimate interest of the Brotherhood, and the result being barren of any such effect, I have always believed that my consequent expulsion was an injustice to me and discreditable to the Brotherhood, as it gave practical endorsement to Hoge's proposition; which I know you never intended should be done. I have never yet talked the matter over dispassionately with any man but who declared the Division did wrong in this. Even Mr. Meyers, the Chairman of the Southern Pacific Engineers, declared that if my sworn statement was correct I should not have been expelled. You did not believe that statement then, but it was and is substantially true in every particular; and during the intervening years you have learned much to prove the same.

I have now rested under this injustice over seven years, and in consequence of it I have met antagonism where none should be. Trusting you will agree with me that this is undeserved and should not continue further,

and that, having the remedy in your hands, you will apply it, I am,
as ever,

Yours sincerely,

GEORGE H. BAKER.

(Signed)

Mr. Baker's letter found our members kindly disposed toward him. He submitted ample proof of the truth of his sworn statement, which when it was made we would not believe, especially such parts of it as related to his communications with Brother Canner in regard to Hoge's circular, and his association in the matter with (our then) Brother Angus Sinclair, his injunction of secrecy on Mr. Wade concerning the circular, and his desire to defend instead of disgrace the good name of the Brotherhood. The result of our investigations led us to communicate with the Grand Chief relative to the action requested by Mr. Baker. His reply was that if we were convinced that we had wronged a Brother we should lose no time in righting the wrong. Acting on this advice and in accord with our convictions we in a legal manner reconsidered the resolution adopted seven years before expelling Brother Baker, and we sent him this acknowledgment of the recognition of our unintentional previous injustice:

Decatur, February 10, 1896.

Mr. George H. Baker, New York City.

DEAR SIR and BROTHER: At a regular meeting of Decatur Division 155 Brotherhood of Locomotive Engineers your appeal to the Division to reconsider an action taken in November, 1888, whereby you were expelled from said Division for violation of obligation, was read and the evidence that accompanied said appeal was carefully read and explained, as well as was correspondence of the last few weeks, which went to prove that your disposition toward the members of the organization and particularly members of this Division was one that would lead us to retract and feel ashamed of our former hasty conduct. Nothing has been left undone that we are now aware of to prove to you that we are heartily sorry that the action expelling you was taken; and to further prove to you that we are sincere in the matter the following resolution was unanimously adopted:

Resolved, That in consideration of the disposition shown by Mr. George H. Baker toward the members of the organization of the Brotherhood of Locomotive Engineers in the past and his disposition to further the interests of the members of said organization in the future; such evidence having caused Division No. 155 to investigate again the charges preferred in November, 1888, for which Mr. Baker was expelled from this Division, after a careful examination of the evidence produced we find that Division 155 made a grave mistake and did Mr. Baker much injustice.

Therefore be it resolved, That this Division tender to Mr. Baker a sincere apology, and that the action taken in November, 1888, whereby Mr. Baker was

expelled he and is hereby reconsidered, and that Mr. Baker be declared a member in good and honorable standing of Decatur Division 155 Brotherhood of Locomotive Engineers, and entitled to all the rights and privileges as such.

And be it further

Resolved, That a copy of the resolution be sent to Mr. Baker accompanied by our apology and a card and order for secret work.

Brother George H. Baker, we present to you the above resolutions and apologize to you as best we can for action as stated in resolution and that we retract all that has been said detrimental to your standing as a man and citizen of the United States. We sincerely hope that the action taken by us this day will be received in the same spirit in which it is sent.

Wishing you success in all your undertakings in life, we now most heartily declare you a member of Division No. 155, and it is so recorded. We are,

Fraternally yours,

[SEAL]

(Signed) W. E. CLARK, C. E.

(Signed) J. W. KNOWLTON, F. A. E.

We were convinced before we took this action, that Brother Baker's conduct throughout the C. B. & Q. trouble was honest and of good intention. Of course all good Brotherhood men are opposed to such methods of warfare as Hoge's sal-soda circular, and the document deserved condemnation; although I have no doubt that Brother Baker will to-day admit that it was the province of the Grand Chief Engineer, and not of the Chief Engineer of a Division, to condemn it.

In spite of the statements made in behalf of Mr. Angus Sinclair to the Richmond convention in 1892, there can be no doubt that Mr. Sinclair acted in conjunction with Brother Baker during the Burlington strike. Brother Baker states that Mr. Sinclair was the first man to carry the news of Hoge's circular to General Manager Stone, going in person to do so and to denounce it.

The following letter (the original of which I have in my possession) can leave no doubt that Mr. Sinclair advised Brother Baker exactly as he says in his statement made six years ago—to lose no time in going to work on the Burlington:

Office of the *National Car and Locomotive Builder*,
Morse Building, 140 Nassau Street,
Angus Sinclair, Editor. New York, November 26, 1888.

MY DEAR FRIEND BAKER: I am making up my paper for the press to-day and am up to the neck in work, but I have laid everything aside to answer briefly yours of the 24th. I most heartily congratulate you on obtaining a position where you can do so much for yourself and for the railroad fraternity as you will be able to do in the position offered you by Mr. Stone. If you had been still a member of the Brotherhood, I should have concluded that you might impair your opportunities of usefulness by running on that road

at present; but there could be no objection to your taking a position as traveling engineer or whatever your position on the C. B. & Q. will be called. **You ought under the circumstances lose no time in going to work.**

So they have expelled you for objecting to the members of the Brotherhood engaging in a dastardly and criminal conspiracy! I shall write at greater length in a day or two and will also write to Mr. Stone.

Sincerely yours,

(Signed)

ANGUS SINCLAIR.

The following letter shows that Mr. Sinclair was very kindly disposed toward Brother Baker, and anxious to see him get well started in his new position, which he had urged him to accept at once:

Office of the *National Car and Locomotive Builder*,
Morse Building, 140 Nassau Street. }
New York, December 3, 1888. }

Angus Sinclair, Editor.

George H. Baker, Esq.

MY DEAR FRIEND: I have just finished writing a long letter to Mr. Stone about you and the work you are going to be engaged on, and I hope what I have said will make your way easier if any man's commendations are able to help another man in that way. I feel outraged at the action of your division in expelling you for denouncing an action which ought to land all concerned in state's prison. What does Mr. Wade think about it? I suppose the thing was worked up by that traveling engineer which General McNulta appointed. A fine kind of a man that for a traveling engineer.

* * * * *

With kind regards and wishes for your success, I am,

Yours sincerely,

(Signed)

ANGUS SINCLAIR.

At the Richmond Convention in 1892 Mr. Sinclair made a defense through Brother John A. Hill, against the accusation I had made in my previous letters to the *Journal* to the effect that (accepting Brother Baker's statement) Sinclair had acted jointly with Baker in the circular matter, and therefore deserved the same treatment given Baker. Sinclair's defense was substantially that he had nothing to do with the matter, that Baker was a liar, and that his association with Baker was due to his ignorance of what Baker really did; and, further, that so far as he (Sinclair) was concerned, whatever mistake was made was of the head and not the heart. He signed a written statement to this effect. The same was accepted by the convention as a vindication. How must it be regarded in the light of the following letter, the original of which I have? Mr. Rhodes was then, and is now, Superintendent of Motive Power of the Chicago, Burlington and Quincy Railroad:

Office of the *National Car and Locomotive Builder.* }
 Angus Sinclair, Editor. New York, December 28, 1888. }

Mr. George H. Baker:

MY DEAR FRIEND: Your letter of the 26th is just received and I proceed to answer it at once. I am very much pleased with the plan of your instruction book and feel sure that you are going to put very valuable information before a class of men who are badly in want of it. If your success equals my anticipations you will have on the "Q" system the best class of locomotive runners in the country.

* * * * *

I have felt certain from the first that you would get very well along with Mr. Rhodes. He is an exceptionally fine gentleman. **You need have no hesitation about telling him how far we acted together in that circular matter.**

* * * * *

With kind regards, I am,

Yours sincerely,

(Signed) ANGUS SINCLAIR.

The two following letters show that Mr. Sinclair's friendship and confidence in Brother Baker continued for years, and while he was Fuel Expert of the Southern Pacific, and likewise his belief in the purity of Brother Baker's motives:

[*Personal.*]

Southern Pacific Co., Sacramento, June 29, 1891.

Angus Sinclair, Esq.,

Morse Building, 140 Nassau Street, New York.

DEAR SIR: As you are probably aware, we have recently employed on this system Mr. George H. Baker as fuel expert, his duties being to instruct engineers and firemen in the proper handling and use of fuel. While I have no doubt whatever, personally, as to his ability to discharge these duties, a feeling antagonistic to him has sprung up, caused, as I understand it, by his connection with the C. B. & Q. strike; and if this feeling continues of course his usefulness to us will be greatly affected. He advises me that you are perhaps more familiar with his connection with the strike and the Brotherhood of Locomotive Engineers than any other man, hence I write to ask you if in your opinion he so conducted himself, or acted in any way so as to merit the censure of the Brotherhood of Locomotive Engineers.

(Signed)

H. J. SMALL,

Superintendent M. P. & M.

Office of the *National Car and Locomotive Builder.* }
 Angus Sinclair, Editor. Morse Building, 140 Nassau Street, New York, July 5, 1891. }

H. J. Small, Esq., Superintendent M. P. & M.

DEAR SIR: Your letter asking me if I know anything about the connection of Mr. George H. Baker with the C. B. & Q. strike is received. From personal knowledge I am aware that Mr. Baker denounced a certain secret circular sent out by the committee of strikers, and shortly afterward he was ex-

pelled from the Brotherhood. Shortly afterward he entered the employ of the C. B. & Q. as instructor of enginemen, which of course gave violent offense to most members of the Engineer's Brotherhood.

He is a very able and reputable man, and I very much regret that the Engineers' Brotherhood oppose him, for I think the act which brought upon him the ill-will of the order was done with the purest of motives.

Yours truly,

ANGUS SINCLAIR, Editor.

(Signed)

Mr. Sinclair's next letter was written after he had received and read Brother Baker's sworn statement which largely concerned him; and it is interesting to note that he does not deny a single incident mentioned about him in the statement. Far from denying any part of it, he admits the association of action between himself and Brother Baker:

Office of the *National Car and Locomotive Builder*, }
Morse Building, 140 Nassau Street, }
New York, August 16, 1891. }

Angus Sinclair, Editor.

George H. Baker, Esq., Sacramento, Cal.

DEAR SIR: Absence from home and unusual pressure of business have prevented me from answering your letters more promptly. I am sorry to hear of the persecution you have been subjected to by the Brotherhood interests, and I cannot but feel that it originates through ignorance of what you really did in connection with the C. B. & Q. strike. **I have talked with a great many men about the sal soda and emery circular, and I have failed to meet a Brotherhood man who was not as much opposed to that method of warfare as we were. The animosity to you must arise from ignorance of what you really did.** I intend to take up the matter with Mr. Arthur the first time I meet him, for I cannot believe that he would misrepresent your case if he properly understood the facts.

Yours sincerely,

(Signed)

ANGUS SINCLAIR, Editor.

Brother A. R. Cavner, our former Second Grand Assistant Engineer, probably knew Brother Baker better than any other man. Baker had fired for Cavner two years on the Chicago & Alton, and their friendship and confidence in each other never ended. I quote as follows, from a letter in my possession written to Baker by Cavner, dated at Chicago, July 16, 1891. It was written on Cavner's receipt of Baker's sworn statement:

Chicago, July 16, 1891.

George H. Baker, Sacramento, Cal.

Esteemed Friend: Am just in receipt of yours of 10th inst., and the information conveyed. The statement you made, as per inclosed copy to me, is entirely proper. Your statement is absolutely true—the facts in every particular. * * * *

George Baker, you had the courage of your honest convictions, and I believe from the proof in my possession you took a manly course to carry them into effect. * * * It appears they would like to persecute and injure you. No! Not if I can raise my voice against it. As long as I have known you, I have yet to learn of an unmanly or dishonest act upon your part; and until I have positive proof to the contrary, you shall have my unflinching friendship. I am yours to command for anything consistent, proper and straight in my power to exercise in your behalf.

Very truly yours,

(Signed)

A. R. Cavner.

The grave claimed "Aleck" Cavner six years ago, but I herewith let his "voice" as expressed in written words give tardy proclamation to his endorsement of the truth "in every particular" of Baker's statement, and announce his confident trust and "unflinching friendship."

In giving this information concerning Mr. Sinclair, I do so simply as an act of justice to Brother Baker; and with no wish to in any way injure Mr. Sinclair. As we disapprove of the circular mentioned, and disown it as a Brotherhood act, we cannot blame Mr. Sinclair for what he did in regard to that matter; although it must appear to all that his anxiety was equal for association with Baker when association promised gain, and for abandonment and denial of association when these promised gain.

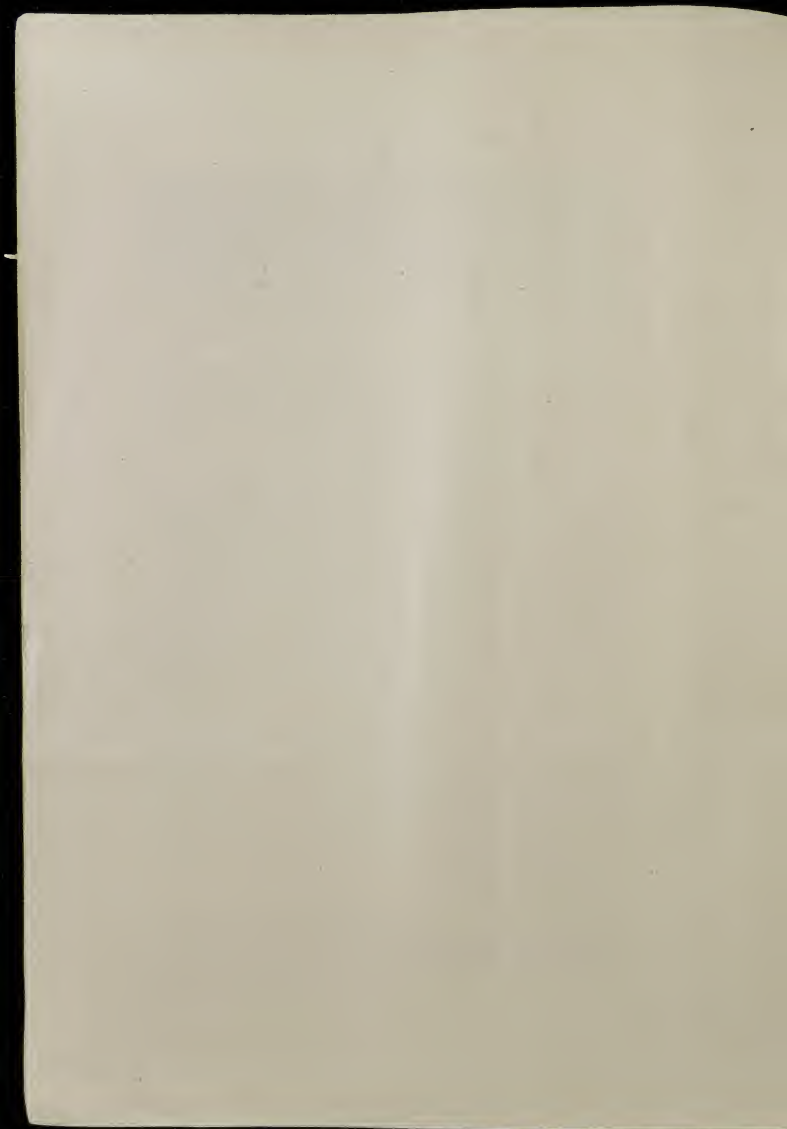
This statement is made because I feel that justice demands it, and that the uncertainty of life suggests that what justice demands should not be postponed. No man can fight an enemy harder than I, and when the war is over and I can be shown that justice demands peace, none can "bury the hatchet" deeper than I. For Brother George H. Baker I invoke the peaceful and brotherly consideration of the members of the Brotherhood of Locomotive Engineers, for he is a friend and a Brother who has suffered long and patiently under unjust persecution.

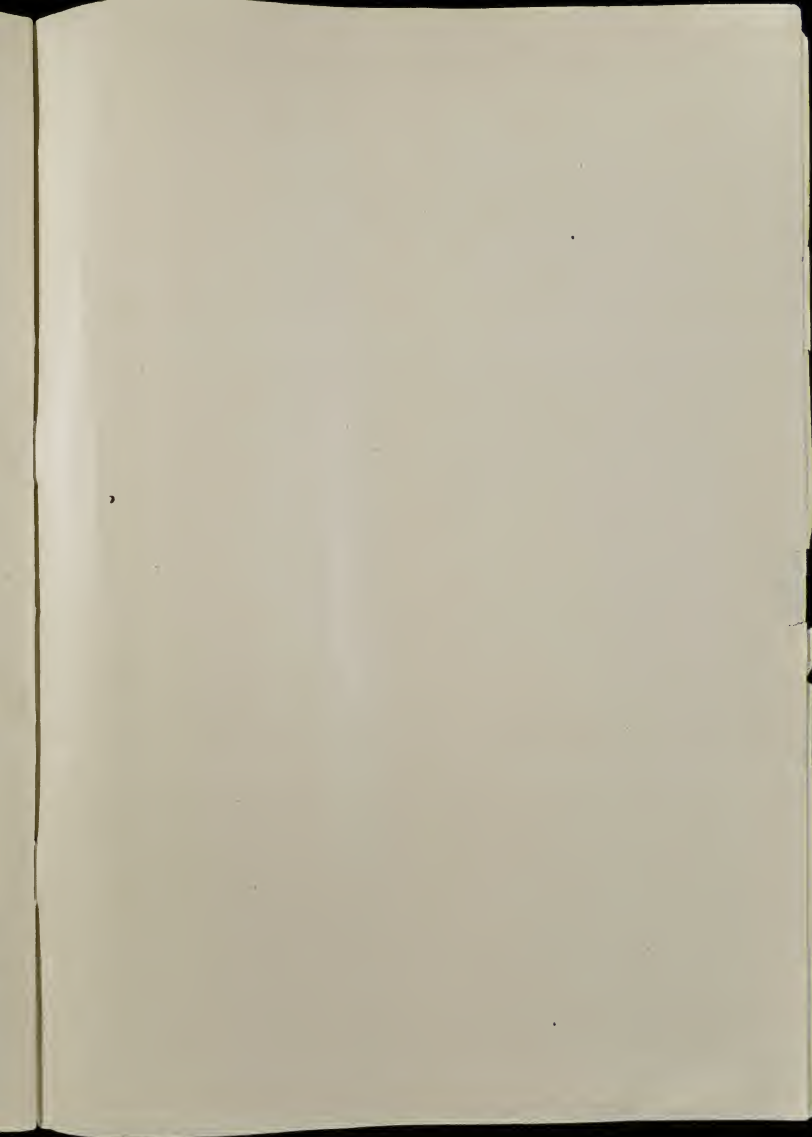
JOHN W. KNOWLTON,

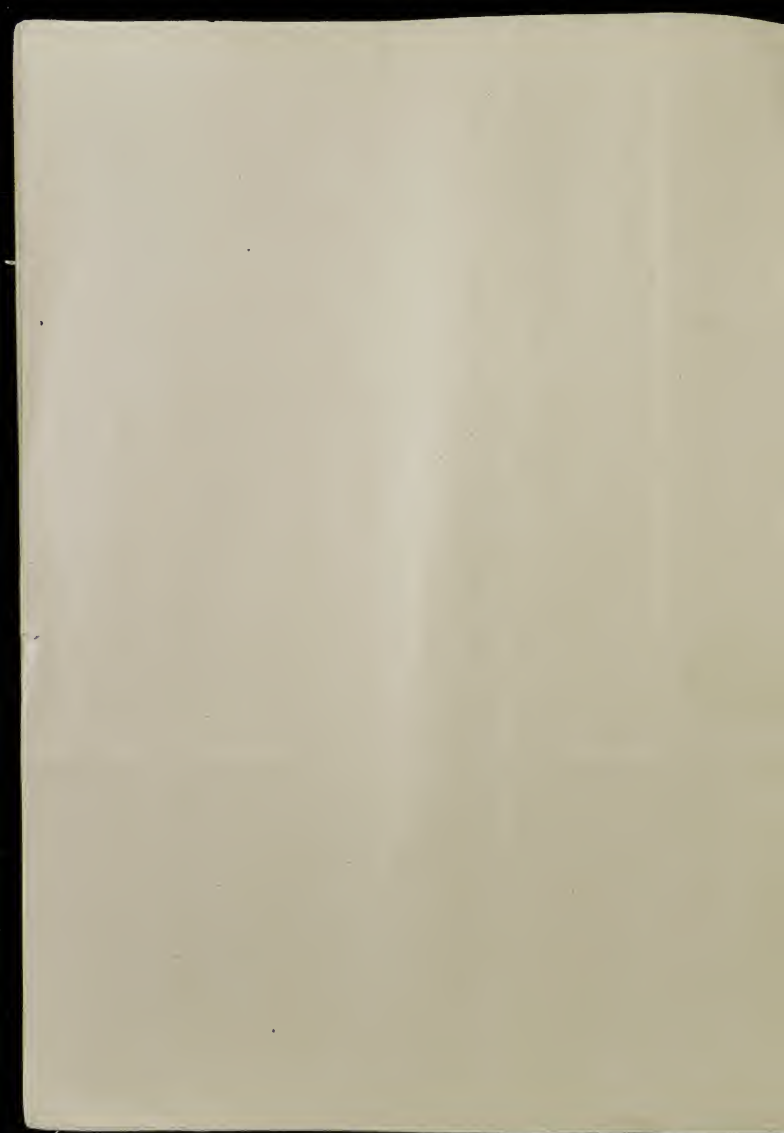
First Assistant Engineer, Decatur Division 155, Brotherhood of Locomotive Engineers.

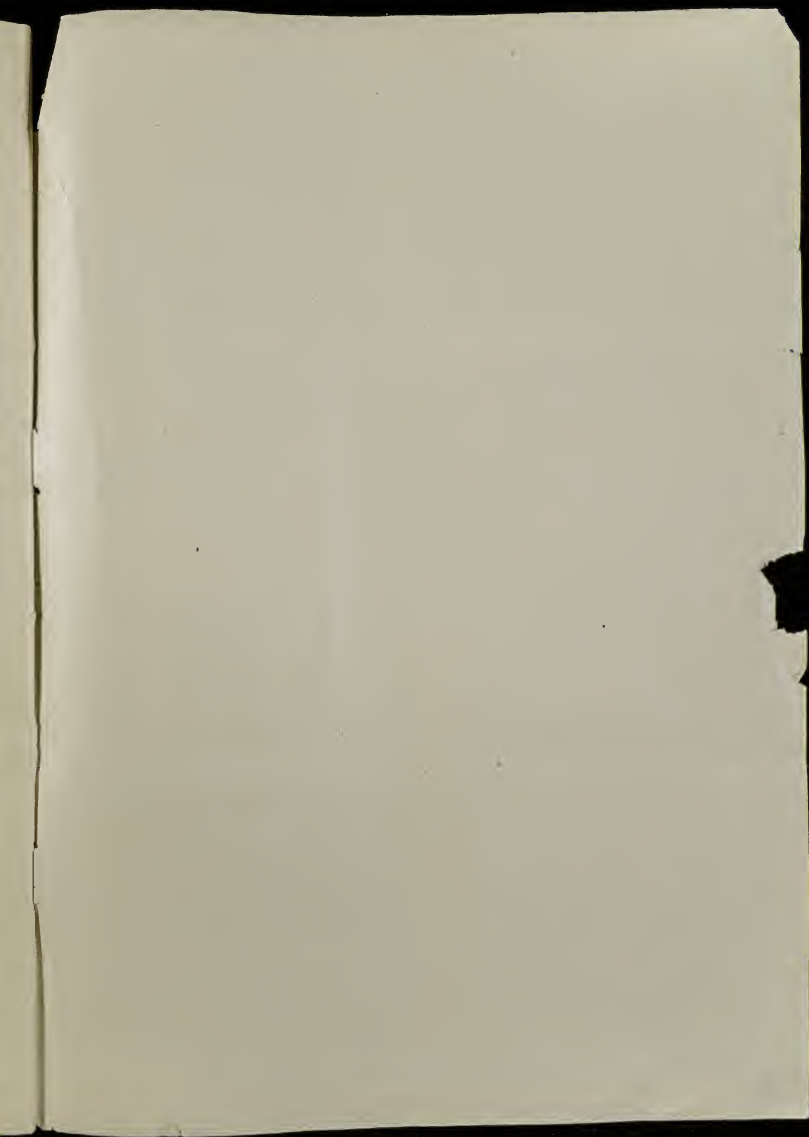
Approved: W. E. CLARK,
Chief Engineer.

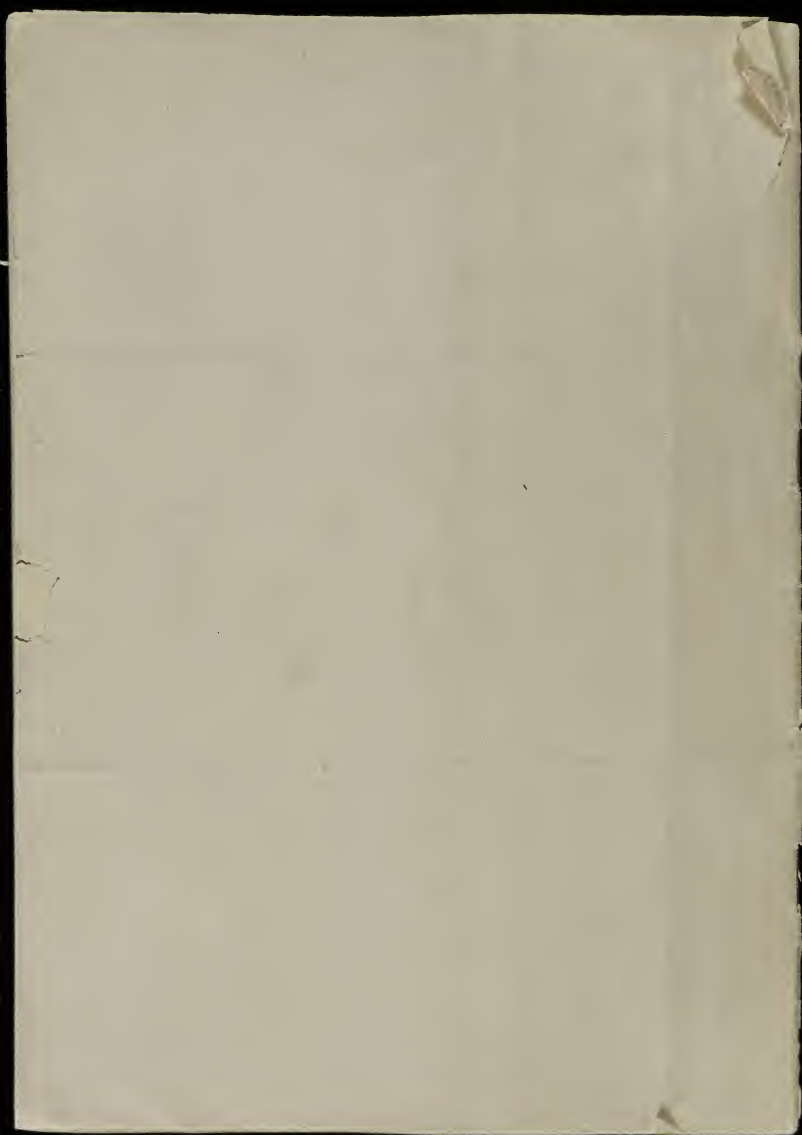
DECATUR, ILL., NOV. 29, 1897.











TO RIGHT A WRONG.

BY JOHN W. KNOWLTON,

First Assistant Engineer Decatur Division 155, Brotherhood of Locomotive Engineers.

Officers and Members of Divisions, Brotherhood of Locomotive Engineers:

An injustice has been done a brother engineer, and for over nine years George H. Baker has suffered under it in silence. That an injustice to Brother Baker was done in his expulsion from this Division, of which he had for three consecutive years been Chief, was legally decided by the same Division 22 months ago, in February, 1896; and I believe that the members who will read dispassionately the evidence then presented to us must agree that our action was right, and that it was simply done to right a wrong committed in the heat of conflict and mistaken impulse.

For a number of years previous to the C. B. & Q. strike Brother Baker was such an active member of the Brotherhood and so fearless in defending the interests of Wabash engineers, that it was considered no distinction or honor in the gift of our Division was too good for him; he had our complete confidence. In defending his brother engineers he came to be regarded by some of the Wabash officers as the chief agitator on the road, and on more than one occasion he experienced trouble on this account, which however he was always able to settle and hold his own without Division help; but he was always quick to give Division help and the benefit of his influence to any brother in trouble, thus saving many from long suspension or dismissal, and securing the reinstatement of others who were dismissed. Brother Baker always had a strong personality, and as a consequence made warm friends and warm enemies; but even his enemies could always depend upon his staunch support if they got into trouble. A case in point was that of Brother Henry Pinson.

Brother Pinson was once so bitterly opposed to our young Chief (Baker was only 27 when first elected Chief Engineer of Division 155) that he favored a combination to secure Brother Baker's dismissal from the road. Of course the movement was not made, but about three years later Brother Pinson fell a victim to an old enemy of his, "John Barleycorn," and was immediately dismissed. Pinson promptly appealed to Baker for help, and the help was given freely and quickly, and Pinson's dismissal took the form of a very light suspension.

Brother Baker was always zealous to maintain the provisions of the Wabash schedule of pay; and when ten years ago the schedule was broken by the company, Brother Baker left the Chief's chair at a regular meeting to make and debate a motion to convene the General Grievance Committee to at once adjust this and several other grievances. His motion was carried, and the result was the convening of the committee, of which he was made a member, and the adoption, after months of labor, of the best schedule of wages ever granted Wabash engineers and firemen. It abolished classification of pay, and was the first schedule to do this adopted outside of the Southwestern States. Brother Baker was the author of nearly every important clause in the schedule affecting wages, and of that clause so generally adopted in following schedules on other roads to the effect that "All officers and engineers shall observe strict courtesy of manner in their intercourse with each other." This became a famous schedule and was largely copied in later settlements on other roads.

A year later the Brothers on the C. B. & Q. tried to secure the adoption of a similar schedule, with, unfortunately, several demands that should have been made as requests, such as for free transportation for themselves and families, cracked coal for engines, etc. It is certain that Brother Baker's sympathies were warmly with the brothers on the "Q" when they struck to secure a schedule so similar to that which he was most active in securing for his brothers and himself on the Wabash. He defended their position in a strong letter to the *Chicago Tribune*, published early in March, 1888. It was the first article published in favor of the strikers, and it changed the editorial tone of the *Tribune* from denouncing the strikers to advising that their demands for pay equal to that on other roads should be granted.

A month later Brother Baker published another letter in the *Chicago Inter-Ocean* defending the profession of locomotive en-

gineering from the imputation made by the Secretary of the O. R. C., that there was not much in it, and that "Nine-tenths of the conductors are capable engineers."

In justice to Brother Baker I give these letters herewith:

(From the *Chicago Tribune*, March 9, 1888.)

THE BROTHERHOOD VIEW.

A CORRESPONDENT SIDES WITH THE STRIKING ENGINEERS.

DECATUR, ILL., March 5, 1888.

Editor of *The Tribune*:

So much has been said lately by the press, and especially *The Tribune*, about the strike of engineers on the Chicago, Burlington & Quincy Railway, about the injustice and unreasonableness of the demands of the men and the propriety of the management in refusing to grant the same, and so much of what has been said is not correct, and therefore does an injustice to one of the parties to that great controversy, that this article is addressed to you with the hope that it may give you some light in regard to the real position of the men and the propriety of their claims.

Speaking from the standpoint of an informed observer I desire to assist you to a clear understanding of the case, in order that your editorial columns, if used at all to influence the opinions of the public in regard to this matter, may be used to uphold and sustain the right, as I believe it is always your earnest desire to do, according to the best light you have.

Without commenting upon the propriety of the claim of the enginemen for the adoption of rules governing suspended or discharged engineers and firemen, or free transportation for selves, families and members of their respective organizations, or cracked coal for engines, or color-blind tests—all of which were simply requests, not demands—we will come directly to the real issues of the strike, the question of wages on the mileage basis and the abolition of the practice of classification of pay of engineers regulated by the length of term of service.

As Mr. P. M. Arthur says, the neighboring roads to the Chicago, Burlington & Quincy and nearly all the roads in the Union consider this as the proper and satisfactory basis of pay. It has been widely adopted and has not proved to produce mediocrity of service, has not "leveled the best men down and shoved the poorest up." You ask, "If the plug engineer is paid as well as the man in charge of the lightning express, and the former has a 'softer job' than the latter, what motive will any member of the Brotherhood have to seek the higher grade of employment, since it is accompanied only by harder work and more responsibility? Will not such a system have the effect of encouraging drones and shirks?" No, no such results have ever occurred, or would occur from the adoption of the desired basis of pay. None but intelligent men can successfully run locomotives. No intelligent man is a drone or a shirk; no intelligent man but who desires to excel and shine in his calling; no engineer but who desires and feels honored by promotion, however great the increased responsibility; no engineer, either "plug" or "lightning express," but who has proved himself faithful to his charge. Your readers have read

in *The Tribune* almost every day during the last year where one or more engineers and firemen have perished in collisions and accidents of various kinds. Can you or they recall how often you have told how the "brave engineer" had risked or lost his life in his efforts to save his train and passengers from destruction? How, regardless of family or self or life or death, he had at the moment of alarm or imminent danger remained steadfast at his post of duty, and saved his train or perished in the attempt?

Where do we see in this mediocrity of service?

Yet we know in nine out of ten such cases the engineers were working on the mileage basis of pay. Evidently, it had not had the effect of making "drones and shirks" out of them.

The mileage basis of pay is no experiment. It is the established rule upon most all the roads in America. Why, instead of telling of the direful results which are likely to occur from its adoption as regards good service on the Chicago, Burlington & Quincy Railway, do not the officers of that road point to other roads where it is and has been for years an established rule, and show the public its evil results? Why not point to the Wabash, where it has been the rule (the rule that the C., B. & Q. engineers now ask for) since March 1, 1883—five years—and have Gen. McNulta or Mr. Wade, his General Superintendent, tell how it has made drones and shirks out of the Wabash engineers, how the service has degenerated, etc.? The infrequency of accidents on that road speaks for the excellence of the engine service more eloquently than words.

No, there are no evil results to follow the adoption of the desired basis of pay. It is fair to the company and just to the men. All the other leading Western roads have adopted it, and we hear no complaints of its injustice or evil results from the managements of those roads. Why the Chicago, Burlington & Quincy Company, with its millions of surplus earnings in its treasury, will not pay its enginemen as well as other and even poorer roads is a question for it to answer to the public.

The practice of classification of pay, which is so objectionable to the engineers and firemen, is the practice of paying a promoted fireman for his first year's services as engineer wages but slightly above a fireman's pay, for same trip and in same service; for second year's service an increase of pay, and not until the third year allowing him full engineer's pay. This is known as third, second and first-class pay. Upon roads where there are but two classes of pay the engineer is generally allowed full pay for the second year's service. This practice is an injustice in so many ways, and has been taken advantage of by railway managers in so many instances detrimental to the interests of the engineers, that it has finally become unbearable. Without commenting upon its justice in any class of business, we will consider it as it affects the locomotive engineer. After serving an apprenticeship of several years as fireman, becoming familiar with the mechanical construction and operation of a locomotive, the rules of the company, the road, the rights of trains, the meaning of signals, our young engineer is placed in charge of a locomotive. All the responsibility, anxiety and hazard of a locomotive engineer's calling is placed upon him. He alone is in charge of the engine, and the safety of his train and the road in general is dependent upon him—just as much so as if he were an old and experienced engineer. A false move on his part, there is no one near to correct, and the consequences will certainly be as bad as if it

were the old engineer. There are no grades of responsibility, except in pulling different classes of trains. There being no grades of responsibility or of hazard or of services rendered, why should there be grades of pay?

That the old engineer may operate his engine more economically, and, therefore, to greater advantage to the company, depends not upon his experience, but upon his knowledge of steam engineering generally and locomotive engineering in particular—of the use of steam and of the importance, necessity and means of economizing in its use. That knowledge may be possessed by the young engineer in a more correct and excellent degree, if he has given the subject his consideration, than by the old engineer who has not.

As to the correctness of this statement I refer you to Mr. Angus Sinclair, No. 175 Dearborn street, Chicago, Secretary of the Railway Master-Mechanics' Association and editor of the *National Car and Locomotive Builder*, than whom no man in America is recognized as higher authority on locomotive operation.

No better proof could be wanted of the injustice of the practice of classification of pay than that *experience* alone is what is required for advancement. We never hear of locomotive engineers being examined as to their fitness for promotion to a higher grade of pay by an inquiry as to their knowledge of proper and economical locomotive operation, the only recognized standard being experience; whereas, by a correct understanding and practical application of the knowledge referred to, the promoted fireman could in his first year's service (as a third-class engineer) save in the operating expenses of his engine a sum of money represented by the cost of 400 tons of coal, as compared with the operating expenses of a locomotive run by an engineer of ten years' experience who did not possess or apply in practice the knowledge of our young engineer—yet the work done, cars pulled, miles run, speed attained and general services rendered by both men would be the same.

Here we see that experience is not a proper criterion to go by in this particular case. Therefore let railway managements require a standard excellence of knowledge of steam engineering of their engineers, and as their locomotives are not respecters of persons, but most obediently and effectually obey the hands of the men who best understand their power, they will have a standard excellence of service secured, and no need of classification of pay.

There are many other objections that the engineers have to this practice of classification of which I have not space to speak. Enough to say that it is flooding the country with engineers out of work, who have been discharged after reaching the rank of "first-class" for alleged violation of rules, but really to make room for cheaper men who could do their work as effectually and satisfactorily but for less wages. Therefore the Brotherhood of Locomotive Engineers have undertaken to abolish this unjust and pernicious practice. They have the support of the firemen's organization for the simple reason that the firemen—from whose ranks the locomotive engineers of the future must come—are intelligent enough to see the propriety of their upholding the engineers in their efforts to maintain the best interests of the occupation which they aspire to. The organizations have taken no new stand upon the question, only a firmer one, and are simply maintaining the position they have held for years, not secretly, but openly and publicly. The public is now only

being made aware of it by the action of the Chicago, Burlington & Quincy management in refusing to abolish the practice as the men request, and as their neighbors have done before them. The action the men have taken was justified by their treatment, and cause for complaint, and was only taken after all possible means of effecting a peaceable settlement were exhausted. They have the sympathy and support of all the railroad men in America, and should have the same of all fair-minded men.

The Brotherhood of Locomotive Engineers is an organization that has for its purpose not strikes or public inconvenience, but the protection of the interests of locomotive engineers, the elevation of their standing as such and their character as men. Its influence upon its members is wholly for their good—morally and intellectually—and as those members occupy such an important and responsible position in the great railway service of the country and to the traveling and general public, the influence of the Brotherhood is for the safety, welfare and general good of the people and the country. The principles which stand as the motto of the order are Sobriety, Truth, Justice and Morality. The importance of practicing these principles is earnestly impressed upon each member, and strict conformity required, especially as regards sobriety. Any one violating this principle is expelled from the Brotherhood. This is proper, as of all the requisites of a locomotive engineer sobriety is the most important. In no person in railroad service, from the President of the company to the humblest employee, is sobriety so necessary as in the engineer, or a want of it so hazardous to life, merchandise and property.

Therefore the great and influential public and press should be slow indeed to condemn or speak ill of an organization that has done more than all other means to make railroad travel, transportation and operation as safe and free from accidents as it is to-day by requiring of its members, the engineers, strict sobriety, thereby giving them that strength of mind and possession of faculties that enable them to always do the right thing at the right time, thereby evading danger, or in the presence of it to be self-possessed and courageous.

This is the sort of engineers the Brotherhood offers to the public and that the Chicago, Burlington & Quincy management think they can profitably replace upon that road by a set of men without principle or honor or experience, simply for the reason that their engineers demanded a fair and reasonable compensation for their hazardous and responsible work, such as is allowed engineers on most all other roads. The Brotherhood of Locomotive Engineers is a moral organization in the strictest sense of that term. Never a meeting of the Brotherhood is opened until the blessing, guidance and support of the Supreme Ruler of the universe are invoked, asking that wisdom, discretion and justice may govern its deliberations and actions and that every act of the Brotherhood may tend to the welfare of His creatures and the glory of His Word. The Bible is the headlight of the organization, and the Golden Rule of Christianity is likewise the Golden Rule of the Brotherhood, namely: "Do unto others as you would that others should do unto you, and thus fulfill the law."

This is the stand of the Brotherhood, and it should be upheld and sustained by the press and the people in its struggle with the greed and intolerant oppression of the Chicago, Burlington & Quincy corporation.

GEORGE H. BAKER.

(From the *Chicago Inter-Ocean*, April 5, 1888.)

CONDUCTORS vs. ENGINEERS.

AN ENGINEER'S REPLY TO A CONDUCTOR'S STATEMENT.

DECATUR, ILL., April 2.

To the Editor :

The article in the *Inter-Ocean* of March 31 stating the "Conductors' Position" is such a flagrant falsehood, and such a direct insult to the entire and individual membership of the Brotherhood of Locomotive Engineers that it seems improper to me that it should be allowed to pass without notice or denial.

It is not the purpose of this article to belittle or injure or offend the conductors as a class, for there are many worthy and intelligent gentlemen following that occupation who are not responsible for nor in sympathy with the "scab" making circulars of their order.

The statement purporting to be copied from the annual report of W. P. Daniels, Grand Secretary of the O. R. C., that "it is time for the conductors to teach railway officers what the engineers themselves already know, and are anxious to conceal, that nine-tenths of the conductors of the United States are capable and trustworthy engineers," is so utterly out of proportion with the truth, or with any semblance of truth, or even with common sense, that it is surprising that any sane man would make it and hope to be believed by any persons with the faculty of thinking for themselves.

When locomotive engineers first came into demand in America, railway companies for quite a while groped in the dark for the best material out of which to choose the men who should fill the always responsible position of the engineer—the men who, understanding the mechanical construction of their engines, should guide them by night and by day, in fair and stormy weather, under favorable and unfavorable circumstances, and who, whether in hours of apparent safety or moments of alarm and imminent danger, would be even-minded, alert and courageous.

Railway officers at that time thought that no person should be intrusted with the care of those monsters of usefulness or destruction (according to the intelligence and excellence, or the ignorance and stupidity of the engineer) but those men who had assisted in their construction; therefore machinists from the shops were chosen to run the engines on the road, and a few hours' practice moving cars around the yards was deemed sufficient schooling to enable them to pull a train successfully over the road. But long lists of accidents, collisions and general failures soon convinced the officers that something more than the knowledge of the construction of the engines was necessary, and that the fact of a person's skill with tools and in taking apart and putting together machinery, gave no evidence of his being able to manage a locomotive under the many different and changing circumstances of a 100-mile run.

Then graduates from mechanical institutions were tried—young men who understood the laws of philosophy and mechanism generally—but without success, for, alas! it was found that all their philosophical and mechanical knowledge availed them but little when they could not recognize the impor-

tance and understand the means of at all times keeping that portion of the boiler exposed to the heat of the furnace covered with water.

It was finally found that the very best material to satisfy the want was present upon each engine in the shape of the fireman. Unschooled in the sciences or in the use of tools, or in the construction of machinery, he yet was in a position—the only position—where that magazine of practical knowledge necessary to the safe, proper and economical management of the locomotive can be gained. In his position he grew to an understanding of speed, and of the best and most economical way of obtaining it with the least outlay of fuel. He came to know what power was necessary to check that speed under the many varying conditions of wind and weather, condition of the rails and brakes and inclines of the road and weights of the train, and at what distance that power should commence to be applied to insure a proper stop, and safety from accident. He became familiar with the road, the rights of trains, the rules of the company, and from his daily and intimate association with the engine he became familiar with its construction and working parts.

So here was found to be the proper school for engineers, and always afterward, and to-day, upon railways, he who would be a locomotive engineer is required to pass several years of apprenticeship as a fireman.

Now, it appears that experience was a poor teacher, and railway officers have all been mistaken—that they have not yet hit upon the right men for engineers. The gentlemanly conductor, with his clean clothes and unsoiled hands, whose duties have always kept him as far away from the soiling engine as possible—he is the proper man! True he has had no means of acquiring any practical knowledge of steam engineering, or of the construction and management and care of locomotives, but then he can read, and there have been several worthy books published upon the subject. Maybe he has read them, and mechanical papers, too. Maybe he has not. Any way he is the conductor, the boss of the train, and of course knows all about everything. So the public need fear no great interruption of business, for if the engineers become dissatisfied with their conditions of service on any railway, the conductors (if they follow the advice of their grand officers) will just go onto the engines and astonish the world, and the traveling public especially, by the display of their wonderful knowledge and intelligence in regard to locomotive engineering, and railway officers will wonder why they didn't think of the conductors before and make them engineers, instead of the smutty and gummy firemen whose order of general intelligence is so low that years of practical every-day life on a locomotive can not fit them to govern and manage an engine so well as the conductor, who has at best acquired all his knowledge of engine running from seeing the engineer perform his duties.

No, the statement is utterly false, and so silly that, only for the fact of the general public being so little acquainted with the duties and responsibilities of locomotive engineers, and therefore ready to believe almost anything they hear about such matters, it is unworthy of notice.

Sobriety, intelligence and familiar acquaintance with the construction, working parts, and duties and relations of each part to each other part and to the whole machine, is necessary for the competent and successful locomotive engineer, besides an understanding of steam engineering generally and the means of economizing in the use of steam and fuel.

Any person of common sense knows that such knowledge is not general,

or easily picked up. It can be truthfully said that an intelligent man after three years of daily life on a locomotive in road service has done well if he has come to a correct understanding of the above and of the other duties that are required of a locomotive engineer. The Grand Secretary goes on to say in his report that the Engineers' Brotherhood makes "a great pretense of accepting only sober, moral men, but we behold the spectacle of hiring bartenders to leave their business and become members of their organization—men who are notorious drunkards made members without application from the man himself but upon the solicitation of divisions (lodges) of the organization."

In regard to this I must say that it is evidently as great a falsehood and with as little foundation in fact as the statement that "nine-tenths of the conductors are competent and trustworthy engineers."

Sobriety being the first and most imperative requisite of locomotive engineers, it is therefore the first and most imperative law of their organization. No violations are allowed, but are always punished by expulsion, or suspensions for long periods.

The law is imperative, and I will promise that if proof of its violation can be furnished the violation will be punished; if by a member or members by their expulsion or suspension, and if by a division (lodge) by the revocation or suspension of its charter.

The law of the Brotherhood is so clear and imperative on this point that if a member be convicted of keeping or working in a saloon where intoxicating liquors are sold, it becomes the duty of the chief officer of the division to declare the offending member expelled without a ballot being taken. No excuse is taken and no exceptions are made.

I send you leaves from the *Locomotive Engineers' Monthly Journal* for the first three months of the year. In each is published a list of members suspended and expelled for various misdemeanors—I am sorry to say many for intoxication, which shows that the law is frequently violated, but also that the violations are always punished.

"Men who are notorious drunkards made members without application from the man himself, but upon the solicitation of divisions." False!

No engineer can become a candidate for admission to the Brotherhood until he has made personal application, accompanied by an initiation fee, and not even then until his application has been approved by three engineers, members, who shall certify that he is a man of good moral character and temperate habits. After this a committee of three, including none of the members who approved of the application, investigate for two weeks the character, ability as an engineer, habits and standing of the applicant, and report favorably or unfavorably upon the application, before the vote is taken upon the election of the candidate.

Even if all this procedure has been so far favorable for the candidate, at the election two dissenting votes will debar him from membership.

This is the law, and like all other laws of this most perfect of labor organizations, it is always enforced and observed, or violations punished if proof is furnished.

The whole purport of the report is false and disgraceful to the last degree; and the author and his report, and all who approve of it, are deserving of nothing but the contempt of all fair-minded and truth-loving men.

I believe a large majority of the members of the Order of Railway Conductors are intelligent men and worthy of respect. I know many of them are, but if they value the good will, friendship or respect of their associates in railway service, and honest and intelligent railway officers and their own self-respect, they will contrive some means to remove, or gag, the officers of their order who have no better sense than to resort to falsehood and misrepresentation and slander to advance the interests of an organization that should be a model to go by.

GEORGE H. BAKER,

Chief Engineer Decatur Division 155, Brotherhood of Locomotive Engineers.

It will be seen from these letters that Brother Baker entertained a high conception of the excellence of the B. of L. E. as an organization, and of the skill and consequent deserved respect of locomotive engineers.

His later attitude and connection with the strike are best stated in the following sworn statement made to the Southern Pacific engineers and firemen in 1891:

STATEMENT.

SACRAMENTO, CAL., July 6, 1891.

To the Engineers and Firemen of the Southern Pacific Railroad:

Since my appointment as Fuel Expert of this company a good deal has been said about my connection with the C. B. & Q. strike of engineers of February, 1888. As much of what has been said is totally untrue, this address is for the purpose of stating the correct facts in the case.

The date of the strike found me an engineer on the Wabash Railway, running on the Chicago division. I was serving my third term as Chief Engineer of Decatur Div. 155, B. of L. E. I had served as delegate to the New York and the Chicago International Conventions of 1886 and 1887, respectively. I had also served as a member of the Wabash General Grievance Committee that secured a very satisfactory schedule of pay in 1887, and the abolition of classification of pay of promoted engineers.

It is said now, by whom I do not know, that I supported the strike referred to at the beginning, even so far as to offer my services to some officer of the B. of L. E. to go to the C. B. & Q. to wreck engines. That the proposition was refused, and that I then went to the C. B. & Q. as a traveling engineer.

The statement that I offered my services to any one to go to the C. B. & Q. during the strike for the purpose of wrecking or damaging engines, or for any other purpose, is a lie out of whole cloth.

The statement that the strike received my support at the beginning is correct, because I believed it was a strike to secure a fair schedule of wages, such as was paid by other railroads, and such as regulated my own pay. It continued to receive my active support so long as the methods of the leaders of the strike conformed to the laws of the country and the principles of the B. of L. E. When the leaders of the strike passed these boundaries, my support ceased and my opposition began. I proposed to Grand Chief Arthur, about

the second day of the strike, that the position of the Brotherhood, the justness of its demands, etc., etc., should be explained to the public, as I believed public opinion was an important factor, and the Chicago newspapers were all arrayed against the strikers. The railroad company took pains to fully inform the papers of its position, its reasons for the same, and dilated upon such demands of the men as for cracked coal for engines, and free transportation for themselves and families, until uninformed people began to think such things as these constituted the reasons of the men for striking. The Brotherhood, on its side, was silent.

Mr. Arthur did not approve of my proposition, but said "to let the papers go."

On my own responsibility I sent a communication to the Chicago *Tribune* in defense of the Brotherhood's position, and it was the first article, I believe, that appeared in the Chicago press supporting the strike.

In a letter to the Chicago *Inter-Ocean*, in April, I also defended the B. of L. E. against the attack of the Grand Secretary of the O. R. C.

April 17th, forty-nine days after the beginning of the strike, I received the following circular letter from the Chairman of the C. B. & Q. General Grievance Committee:

"CHICAGO, ILL., April 16.

"To C. E. & F. A. E. Div. No.

"The Chicago, Burlington & Quincy have only got about one-half of the men prior to the strike. They want 400 or 500 more engineers. We have decided to call on you to furnish one or two men from your division. We will ask the same of all divisions throughout the country, to come and apply for situations on the 'Q' under an assumed name, and, as soon as they go to work, to correspond with John Sowers, National Hotel, Chicago, for instructions.

"The object is to disable engines in every way they can and on a given day to quit work in a body, after receiving instructions from us. The company is on their last leg, and by this means we propose to take the other. We don't want any of them to come here but to make application at the following points: Aurora, Galesburg, Creston, Plattsmouth, Lincoln and McCook.

"Be very careful who you select to come, men who don't talk too much or who are in the habit of drinking. Supply them with plenty of sal soda and emery. Have them get leave of absence for thirty or more days.

"P. S. Please don't let this outside except within yourselves and the men you select to come. Please answer on receipt of this.

"Yours fraternally,

(Signed)

"S. E. HOGE, Chm. G. G. C.

"Room 34, Grand Pacific Hotel, Chicago."

While my sympathies were with the striking enginemen, I could not approve of this plan of gaining their point. It was contrary to all common rules of fair play or fair fighting, and the laws of the State of Illinois and the principles of the Brotherhood of Locomotive Engineers. As a man, as an American citizen, and as a member of the Brotherhood whose principles and good name I honored, I was uncompromisingly opposed to any such action on the part of Brotherhood men. I considered that the fair name of the Brotherhood was smirched because such a request was circulated by a member, and that it would be to the everlasting disgrace of the organization if the purpose of the circular was carried out.

I resolved if possible to defeat that purpose, and contemplated for several

days how best to do so. In the interval I saw Chairman Hoge at Chicago, and asked him if he had issued the circular, and why. He said he had, and that he had done it because the men were clamoring for something to be done, and he didn't know of anything else that could be done, and that this was suggested by a delegation from Texas. I asked him how he expected he could trust that circular to 30,000 men and keep it out of print, when neither he nor I could do anything in our own divisions without having it known outside. He replied that he did not intend the circular to be read to the divisions, but that he particularly stated in each circular for the Chief or the F. A. E. to "not let it outside of themselves and the men they selected to do the work."

In thinking of what was best to defeat the purpose of the circular, it of course occurred to me to send it to Grand Chief Arthur and propose that he forbid all divisions complying with it. While I felt (and do yet) that Mr. Arthur disapproved of the circular as heartily as I did, yet I did not believe he would approve or carry out my proposition. I felt certain he would forbid *me* to comply with it, or anybody else who communicated with him in regard to it. But would that stop any of the "fire-eaters" who wished to from going ahead and carrying out Hoge's wishes? I thought not. So I concluded that the only effectual way to stop the thing was to prevent engineers so inclined from getting work on the C. B. & Q. It would have been an honorable and a wise thing for Mr. Arthur to have sent a copy of Hoge's circular to the General Manager of the C. B. & Q., and warned him to beware of men who sought to accomplish its purpose; that it was not of the Brotherhood, and without its sanction. It appeared to me that that would be the best thing to do. I did not suggest it, however, because I thought it would be in vain. I may have labored under a mistake, but I felt that there was opposition to me by Mr. Arthur. At the New York convention in 1886 it became my unpleasant duty to object to his re-election by acclamation, as I was under instructions from my Division to vote for another man for Grand Chief Engineer. Mine was the only objection offered. Afterward it was reported to me that Mr. Arthur spoke of the matter on different occasions. The report may have been incorrect, and the antagonism without existence. But at the time I write of I felt that it did exist. For these reasons I did not communicate with Mr. Arthur about the circular. I did communicate with Second Grand Assistant Engineer Caver, and expressed myself as strongly opposed to the means Hoge advocated. Mr. Caver was on the Pacific Coast at the time, and I decided to act myself without delay.

I decided to impart my knowledge of Hoge's circular to Mr. K. H. Wade, General Superintendent of the Wabash Railway, and ask him to warn the officers of the C. B. & Q. against employing men for engineers who might apply for work in compliance with the request of Mr. Hoge.

I knew Mr. Wade to be a gentleman of integrity and honor, and one I could safely trust in this affair. I imparted the necessary information to him, and told him that such a conspiracy to damage property was in violation of every principle of the Brotherhood of Locomotive Engineers, and that while I was sure it would be condemned by the grand officers and most of the members of the organization, I was equally sure there were hundreds of members throughout the country who would willingly comply with Hoge's request. Therefore, I asked him to give the necessary

warning, and said that all I asked was that the matter never reach print, or my name be mentioned in connection with it. This promise was given, and I am satisfied was kept in good faith.

A day or so after my interview with Mr. Wade I met Mr. Angus Sinclair, then a member of the B. of L. E. The subject of the strike formed part of our conversation, and Mr. Sinclair stated that his sympathies at that time were with the strikers, in so far as their demands and actions kept within the limits of right and the principles of their organization. Finding we were of one opinion in regard to the matter, I told him of Hoge's circular. He expressed the deepest disgust that anything so foolish, and so criminally wrong, should be attempted. He expressed a wish to see the circular, and after reading it went at once to the office of Mr. H. B. Stone, the General Manager of the C. B. & Q., informed him of what he knew, and denounced the whole thing as an infamous piece of business.

This was about April 21. The balance of April, all of May, all of June, and the first week in July (two months and a half) passed without anything happening in connection with the strike, or anything being said about the Hoge circular. So I had come to the comfortable conclusion that as my wishes for its suppression from publicity had so far been respected, the matter would never be made public. I have no doubt but that this would have been the case had not other outrages been attempted by the strikers, and the attempted wrecking of a passenger train by dynamite, the arrest of striking engineers riding on C. B. & Q. trains with dynamite in their possession, presumably for the purpose of wrecking trains or property, raised such a storm of indignation among the people of Chicago.

The railroad officers evidently thought that forbearance had ceased to be a virtue, and they consequently caused the arrest of all implicated in the dynamite affair, and also the arrest of Chairman Hoge for issuing his circular, and the circular was published.

It is useless for me to attempt to describe my disappointment at this turn in affairs; but the situation had to be accepted.

The General Manager of the C. B. & Q. now sent for Mr. Angus Sinclair and told him he thought it was time to call a halt, and he wished very much to have the trouble settled; and he asked Mr. Sinclair if he could tell him of some good Brotherhood men he could talk the matter over with, because he was unwilling to do any further business with Chairman Hoge. Mr. Sinclair named an engineer on the Illinois Central, one on the Chicago & Northwestern, and myself, as men who would probably meet him if he wished, and make any arrangements possible looking toward a settlement of the difficulties. On the morning of July 12th I received a letter from the General Manager of the C. B. & Q., asking me to call at his office as he wished to see me on an important matter. I called as requested, and Mr. Stone repeated to me what he had told Mr. Sinclair, and said he thought the strike had gone far enough and he wished to settle it. He stated his proposition for a settlement, which was, in effect, that he would in the next two months need about 500 more engineers than he had, and he would prefer to have his old men to strangers; that he was willing to take up the question of pay on some runs and adjust it on a par with that of other roads; that all vacancies for engineers and firemen for the next two years that should occur on the road should be filled from the ranks of the old men, and that all the old men should be eligible for re-employment

except a few who had made themselves specially obnoxious, and he would give the names of those. He said he was willing to meet the officers of the engineers' and firemen's organizations and submit that proposition. I immediately telegraphed to Mr. Arthur that Mr. Stone was willing to settle, and to please come to Chicago at once. The next day I received his reply: "Mail me particulars." I did not think we could afford to wait for mail communications, and, accompanied by the Chairman of the Wabash G. G. C. I called on Messrs. Hoge and Murphy (Mr. Murphy was the Chairman of the Firemen's Committee) and told of Mr. Stone's proposition, my message to Mr. Arthur, and his reply. Both expressed much pleasure at the prospect of a settlement, and we at once called on Mr. Alexander Sullivan, the strikers' attorney. He too was pleased with the proposition, and expressed a wish to see Mr. Stone at once. A meeting was arranged for that evening at Mr. Stone's residence, at which the proposition was discussed at some length. Mr. Sullivan at once telegraphed for Messrs. Arthur and Sargent. Both gentlemen responded promptly. A meeting was at once arranged for with the C. B. & Q. officers, and after it everybody seemed satisfied that the proposition was fair, and the strike as good as settled. Mr. Arthur thanked me for my part in bringing about the meeting. Incidentally the talk led up to the Hoge circular, and Mr. Arthur denounced it as a disgraceful thing, and said that he had warned Hoge that he laid himself liable to go to state prison in issuing it; that Hoge had replied that it could not be traced to him, etc. But Mr. Arthur said that if he, or Mr. Sargent, or, I think, Mr. Murphy, were put upon the stand, they would have to tell the truth, and their evidence would convict Hoge.

I repeat these remarks of Mr. Arthur's now, because it has been said that my action in regard to Hoge's circular was prompted by a fierce desire on my part to injure Mr. Hoge and send him to prison. If such had been true, Mr. Arthur was now telling me of three other good witnesses I could use to further my design. But, far from wishing to harm Mr. Hoge or see him imprisoned, I expressed to Mr. Stone my wish to have him not prosecuted. It has further been said that I acted as I did with that circular to injure Mr. Arthur and the B. of L. E. This is quite as false as that I did it to injure Mr. Hoge. My wish was to injure no one, but to save the fair name of the B. of L. E., and to prevent some of its unworthy members from accomplishing an unmanly and unlawful act. I have always laid the blame where it belonged, at the door of S. E. Hoge and his advisers, and I never intimated that the B. of L. E. or P. M. Arthur was in any way connected with or in sympathy with it. But I have always stoutly maintained the contrary.

As is well known, the proposition made by Mr. Stone for the settlement of the strike was rejected by the men on strike, and the strike continued. I now made no further secret of my action in regard to the Hoge circular, and at the first meeting of my Division in August I made a statement of just what I had done. I continued as Chief of my Division until the expiration of my term. I also sent a statement of my action to the Richmond Convention, asking that my course be approved or disapproved of. My request was not acted upon, and I was informed that it was considered a local matter. In November I was expelled from my Division for my course in connection with the Hoge circular. In the same month I was offered a position on the C. B. & Q. as an Assistant to the Superintendent of Motive Power, to look specially into the matter of the economical use of fuel. The salary offered

was not in excess of what I was then making as an engineer on the Wabash, and was less than what I had averaged during the Summer months previous. But I considered it an opportunity to demonstrate a truth I had long been convinced of, namely: that an improvement could be effected in the coal consumption of locomotives by giving enginemen a more intelligent conception of some matters of steam engineering than that generally possessed.

I state this because it has been said that the position was given me as a reward. There was no reward about it, and I was selected for the position simply because the C. B. & Q. officers thought I was the man they wanted for the position. The record of the coal consumption of different engines run by me, accompanying this address, may give an idea why they thought so. The record was previously published in the *National Car & Locomotive Builder*, and copied by the *Firemen's Magazine*, in, I think, the following month. I accepted the position offered me, as by the action of my Division in expelling me I considered myself at liberty to do so.

As it has been variously reported that I went to the C. B. & Q. as a freight engineer, a passenger engineer, a traveling engineer, I give a copy of my letter of introduction to the Master Mechanics and Road Foremen of the road, defining my position and duties:

CHICAGO, BURLINGTON & QUINCY RAILROAD COMPANY, }
Office Superintendent Motive Power, }
AURORA, ILL., Dec. 7, 1883. }

To Master Mechanics and Road Foremen:

This will introduce to you Mr. George H. Baker, who is attached to my office as an Assistant to look especially into the matter of the economical burning of fuel in our locomotives, stationary boilers, etc.

Our coal consumption, as you know, has been in excess of previous years, and steps must be taken at once to bring about a decided improvement. Mr. Baker's mission is more particularly to find out what the best practice is, and, through me, get it introduced on all divisions. Mr. Baker is a practical locomotive engineer, and I hope you will give him all the assistance and co-operation you can, in his particular line of work.

GODFREY W. RHODES,

Supt. M. P.

I have now in this address taken up and specifically treated every accusation worthy of notice that to my knowledge has been made against me. I have told the truth and all particulars of the truth that are of importance.

I trust this statement is such as to convince fair-minded men that my actions in the affair discussed were without malice or intent to injure, but were actuated by a desire to prevent crime and undeserved reproach and injury to the B. of L. E.

I trust that it is such that you can all now give me the co-operation so necessary in the work I am engaged in among you. On my part I can assure you there is no malice or ill feeling toward any man. My object and vocation is to improve, and simply with that end in view I am.

Yours sincerely,

GEORGE H. BAKER.

Subscribed and sworn to before me
this 6th day of July, 1891.

W. A. HENRY,
Notary Public.

It is true that Brother Baker was expelled as stated, and for the reason stated; our Division holding at that time that Brother Hoge's circular was a Brotherhood secret, and should have been observed by Brother Baker as such. We could then conceive of no other object that could have induced him to impart a knowledge of that circular to a railroad officer except a selfish wish for gain, or a desire to disgrace the Brotherhood in order to advance himself. He stated to us in open meeting practically what he says in his statement, but we did not then believe his assertions, and considered he had brought a great deal of disgrace on our Division. Shortly after we expelled him he left the Wabash to go to the Burlington road, saying frankly where he was going and what he was going to do. I have no doubt that he felt he was very unjustly treated, and was morally at liberty to give us a slap in return as opportunity offered. However, he did not slap back further than to accept the official position offered him. His active work in this position did not begin until March 30, two months after the strike was officially declared off. During a number of succeeding years Mr. Baker never made any complaint of his treatment, and never said a word derogatory to the Brotherhood or the members of his old Division. During this time he secured several valuable positions on large railroads, only to lose them in consequence of the antagonism of our Brothers because of his expulsion from the Brotherhood and subsequent work on the "Q." He was regarded as an enemy to our interests; and no one did so much to make him appear in this light as myself. I have always been perfectly honest in my treatment of Brother Baker; and when I considered him to be an enemy I was more active than any one else in spreading my belief.

In the Summer of 1894 the Debs strike spread to the Wabash, and the engineers and firemen struck and lost. Our strike did not receive official sanction or help, and was not considered a Brotherhood affair. After the strike was over we were without positions or prospect of re-employment, and by orders of General Manager Hays of the Wabash no application for employment would be received from any one who had engaged in the strike. The small savings of some of our Brothers were soon spent, and actual want existed in many homes that had known only plenty for many years. Somewhat to our surprise George H. Baker came over the road when things were most critical in this way. He had been employed by the President of the road to instruct

the men who had taken our engines. He was Editor of the *National Car and Locomotive Builder* then, in which position he succeeded Angus Sinclair three years before. The Wabash was hiring many new men, and needing more than it could hire, and the members of our Division were in distress. We needed help from a power above the General Manager, who firmly refused to even let us make application for work. Baker was in a position to influence this power, and we knew that unless his heart had been changed by our persecution of him, he would help us. I, who had done most to injure him, seeing the necessity of the case, wrote to him for such help, more for the sake of the less fortunate brothers of our Division than for myself. I append his prompt reply:

Office of the *National Car and Locomotive Builder*. }
George H. Baker, Editor. } New York, March 1, 1895. }

Mr. John W. Knowlton, ex-Engineer Wabash Railroad,
Decatur, Ill.

DEAR SIR: I received your rather unexpected communication asking me to endeavor to open the gate that has now been firmly closed for eight months. I think the letter does your manhood credit. I never in my life refused a possible favor to an engineer in distress, and although the members of Division 155 have treated me very badly, according to my idea, they previously treated me exceedingly well, and I am inclined and always have been to remember the good and forget the evil. I entertain no resentful feelings toward any engineer on any road. In their abuse of me and efforts to "down" me I have always thought they acted according to what they thought were proper lines of conduct. I feel the same toward you that I do toward the others.

Therefore I immediately sent your letter to President Ashley, and I have a note from him this morning saying that he is going to St. Louis next week and will confer with Mr. Hays on the matter. I said all I could in favor of giving the old men another chance as vacancies occur.

Respectfully,
GEORGE H. BAKER.

(Signed)

This is a copy of his letter to President Ashley:

Office of the *National Car and Locomotive Builder*, }
George H. Baker, Editor. } New York, Feb. 28, 1895. }

Mr. O. D. Ashley, President, Wabash Railroad,
195 Broadway, New York City.

DEAR SIR: I enclose herewith a letter received this morning from Mr. John W. Knowlton, formerly for many years an engineer on the Wabash at Decatur. You will observe that he places altogether too much reliance on my ability to aid in some way the accomplishment of what he desires, which briefly stated is the removal of the present existing barrier to the re-employment of any of the engineers who joined the strike on your road last July.

He asks if men who did not make themselves objectionable to the officers by violent or objectionable conduct during the strike may be permitted to make application for re-employment, and to be re-employed as vacancies occur.

As I am but temporarily connected with the road, it is not proper for me to make any recommendations in regard to matters of this kind, and I therefore simply submit Mr. Knowlton's letter to you as stating his view of the matter, which is probably shared by his companions.

Whether strikers should ever be re-employed, or not, is a broad question, and there is much to say on both sides. Local officers are usually opposed to such re-employment. It is a question if this is not a narrow view engendered by the heat of conflict. That strikers who after ceasing work try to embarrass the operations of the company in any way, should not be re-employed is evidently so just a proposition that none can argue against it; but it is within reason to consider if strikers who simply cease work and thereafter abstain from interference and conduct themselves generally in an inoffensive way, should not receive more consideration. If they did it would be some inducement for men to behave themselves in strikes, and it would act as a deterrent with men inclined to misbehavior, if they knew that such conduct barred them from the possibility of re-employment.

I personally know that there is a good deal of distress among the company's former engineers, and there is no doubt if some of these were re-employed, as vacancies occur, that they would prove faithful. They have had a bitter experience, and "a burnt child dreads fire."

I believe that Mr. Knowlton tells the simple truth in his letter about his attitude at the beginning of the strike. I regret that Mr. Knowlton has been unfriendly to me for some years, and so ³⁶⁸an occasion exists for me to laud him, but in simple justice I will say that to my knowledge he has always been opposed to any trouble between the engineers and the company.

While on the Wabash line last month I sounded some of the new men in reference to their feelings toward the old men, and I found them in every case to be kind. Trusting you will pardon my long letter, I am,

Respectfully yours,

GEORGE H. BAKER.

(Signed)

Mr. Ashley replied as follows:

Wabash Railroad Company, 195 Broadway. }
New York, March 1, 1895. }

George H. Baker, Esq., 140 Nassau Street, New York City.

MY DEAR SIR: I received your letter of February 26, enclosing one from Mr. Knowlton, one of our ex-engineers, and have read both letters attentively. I can only say that I will take up this matter with Mr. Hays next week, when I expect to be in St. Louis, and see that it has the proper consideration. Of course these cases always have two sides, although Mr. Knowlton may have made a truthful statement. I fancy one of the difficulties now will be that we have no vacancies, and I am sure that neither you nor Mr. Knowlton expect us to displace men to make room for those who had struck. I am very sorry that any of these men should have been thrown out of employment by the strike, although I felt from the first that they were using us very unjustly under all the circumstances.

Yours truly,

O. D. ASHLEY,

(Signed)

President.

Both the efforts of Mr. Baker and the kind disposition they evoked in Mr. Ashley (abundant proof of which I since have personally had) failed to secure employment for any of us on the Wabash; but George Baker's prompt response to our appeal impressed many of us with the belief that in our oppression of him we had wronged him. A year passed after this event, and Mr. Baker was confronted by further evidence of his being regarded as an enemy to engineers and our Brotherhood. He then addressed this letter to our Division:

140 Nassau St., New York. }
February 1, 1896. }

Officers and Members Division 155 Brotherhood of Locomotive Engineers,
Decatur, Ill.

GENTLEMEN: I beg to request that you reconsider the action of the Division in November, 1888, expelling me. I believe that on examination of the evidence submitted you will agree with me that this action was unwarranted by the facts; and that on reflection you will decide that I was never otherwise than as you knew me intimately for many years, and have had ample evidence lately, entirely friendly to you and to the good standing and properly directed efforts of the organization.

I have always been a friend to locomotive engineers, and while I was a member of the Brotherhood I was enthusiastic in my admiration of the high character and excellence of its principles, which taught (and I suppose still teach) the foundation principles of right living. I beg to say that Hoge's infamous circular was in direct conflict with these, as you all well know, and too disgraceful and criminal to be owned as a Brotherhood act. It was a **hoodlum** act, and I claim (as I believed then and have always since believed) that as Chief Engineer of our Division and a member of the Grand International Division, and therefore a representative of the Brotherhood, I violated no part of my obligation and no principle of the Brotherhood in exposing its disgraceful intent in the only practical way to defeat its purpose. My sole object was the defeat of this, and the defense of the good name of the organization I honored, and, in our vicinity, represented. Being innocent of intent to injure any legitimate interest of the Brotherhood, and the result being barren of any such effect, I have always believed that my consequent expulsion was an injustice to me and discreditable to the Brotherhood, as it gave practical endorsement to Hoge's proposition; which I know you never intended should be done. I have never yet talked the matter over dispassionately with any man but who declared the Division did wrong in this. Even Mr. Meyers, the Chairman of the Southern Pacific Engineers, declared that if my sworn statement was correct I should not have been expelled. You did not believe that statement then, but it was and is substantially true in every particular; and during the intervening years you have learned much to prove the same.

I have now rested under this injustice over seven years, and in consequence of it I have met antagonism where none should be. Trusting you will agree with me that this is undeserved and should not continue further,

and that, having the remedy in your hands, you will apply it, I am,
as ever,

(Signed)

Yours sincerely,
GEORGE H. BAKER.

Mr. Baker's letter found our members kindly disposed toward him. He submitted ample proof of the truth of his sworn statement, which when it was made we would not believe, especially such parts of it as related to his communications with Brother Cagner in regard to Hoge's circular, and his association in the matter with (our then) Brother Angus Sinclair, his injunction of secrecy on Mr. Wade concerning the circular, and his desire to defend instead of disgrace the good name of the Brotherhood. The result of our investigations led us to communicate with the Grand Chief relative to the action requested by Mr. Baker. His reply was that if we were convinced that we had wronged a Brother we should lose no time in righting the wrong. Acting on this advice and in accord with our convictions we in a legal manner reconsidered the resolution adopted seven years before expelling Brother Baker, and we sent him this acknowledgment of the recognition of our unintentional previous injustice:

Decatur, February 10, 1896.

Mr. George H. Baker, New York City.

DEAR SIR and BROTHER: At a regular meeting of Decatur Division 155 Brotherhood of Locomotive Engineers your appeal to the Division to reconsider an action taken in November, 1888, whereby you were expelled from said Division for violation of obligation, was read and the evidence that accompanied said appeal was carefully read and explained, as well as was correspondence of the last few weeks, which went to prove that your disposition toward the members of the organization and particularly members of this Division was one that would lead us to retract and feel ashamed of our former hasty conduct. Nothing has been left undone that we are now aware of to prove to you that we are heartily sorry that the action expelling you was taken; and to further prove to you that we are sincere in the matter the following resolution was unanimously adopted:

Resolved, That in consideration of the disposition shown by Mr. George H. Baker toward the members of the organization of the Brotherhood of Locomotive Engineers in the past and his disposition to further the interests of the members of said organization in the future; such evidence having caused Division No. 155 to investigate again the charges preferred in November, 1888, for which Mr. Baker was expelled from this Division, after a careful examination of the evidence produced we find that Division 155 made a grave mistake and did Mr. Baker much injustice.

Therefore be it resolved, That this Division tender to Mr. Baker a sincere apology, and that the action taken in November, 1888, whereby Mr. Baker was

expelled be and is hereby reconsidered, and that Mr. Baker be declared a member in good and honorable standing of Decatur Division 155 Brotherhood of Locomotive Engineers, and entitled to all the rights and privileges as such. And be it further

Resolved, That a copy of the resolution be sent to Mr. Baker accompanied by our apology and a card and order for secret work.

Brother George H. Baker, we present to you the above resolutions and apologize to you as best we can for action as stated in resolution and that we retract all that has been said detrimental to your standing as a man and citizen of the United States. We sincerely hope that the action taken by us this day will be received in the same spirit in which it is sent.

Wishing you success in all your undertakings in life, we now most heartily declare you a member of Division No. 155, and it is so recorded. We are,

Fraternally yours,

[SEAL.]

(Signed) W. E. CLARK, C. E.

(Signed) J. W. KNOWLTON, F. A. E.

We were convinced before we took this action, that Brother Baker's conduct throughout the C. B. & Q. trouble was honest and of good intention. Of course all good Brotherhood men are opposed to such methods of warfare as Hoge's sal-soda circular, and the document deserved condemnation; although I have no doubt that Brother Baker will to-day admit that it was the province of the Grand Chief Engineer, and not of the Chief Engineer of a Division, to condemn it.

In spite of the statements made in behalf of Mr. Angus Sinclair to the Richmond convention in 1892, there can be no doubt that Mr. Sinclair acted in conjunction with Brother Baker during the Burlington strike. Brother Baker states that Mr. Sinclair was the first man to carry the news of Hoge's circular to General Manager Stone, going in person to do so and to denounce it.

The following letter (the original of which I have in my possession) can leave no doubt that Mr. Sinclair advised Brother Baker exactly as he says in his statement made six years ago—to lose no time in going to work on the Burlington:

Office of the *National Car and Locomotive Builder*, }
Morse Building, 140 Nassau Street, }
Angus Sinclair, Editor. New York, November 26, 1888. }

MY DEAR FRIEND BAKER: I am making up my paper for the press to-day and am up to the neck in work, but I have laid everything aside to answer briefly yours of the 24th. I most heartily congratulate you on obtaining a position where you can do so much for yourself and for the railroad fraternity as you will be able to do in the position offered you by Mr. Stone. If you had been still a member of the Brotherhood, I should have concluded that you might impair your opportunities of usefulness by running on that road

at present; but there could be no objection to your taking a position as traveling engineer or whatever your position on the C. B. & Q. will be called. **You ought under the circumstances lose no time in going to work.**

So they have expelled you for objecting to the members of the Brotherhood engaging in a dastardly and criminal conspiracy! I shall write at greater length in a day or two and will also write to Mr. Stone.

Sincerely yours,

(Signed)

ANGUS SINCLAIR.

The following letter shows that Mr. Sinclair was very kindly disposed toward Brother Baker, and anxious to see him get well started in his new position, which he had urged him to accept at once:

Office of the *National Car and Locomotive Builder*, }
Morse Building, 140 Nassau Street. }
New York, December 3, 1888. }

Angus Sinclair, Editor.

George H. Baker, Esq.

MY DEAR FRIEND: I have just finished writing a long letter to Mr. Stone about you and the work you are going to be engaged on, and I hope what I have said will make your way easier if any man's commendations are able to help another man in that way. I feel outraged at the action of your division in expelling you for denouncing an action which ought to land all concerned in state's prison. What does Mr. Wade think about it? I suppose the thing was worked up by that traveling engineer which General McNulta appointed. A fine kind of a man that for a traveling engineer.

* * * * *

With kind regards and wishes for your success, I am,

Yours sincerely,

(Signed)

ANGUS SINCLAIR.

At the Richmond Convention in 1892 Mr. Sinclair made a defense through Brother John A. Hill, against the accusation I had made in my previous letters to the *Journal* to the effect that (accepting Brother Baker's statement) Sinclair had acted jointly with Baker in the circular matter, and therefore deserved the same treatment given Baker. Sinclair's defense was substantially that he had nothing to do with the matter, that Baker was a liar, and that his association with Baker was due to his ignorance of what Baker really did; and, further, that so far as he (Sinclair) was concerned, whatever mistake was made was of the head and not the heart. He signed a written statement to this effect. The same was accepted by the convention as a vindication. How must it be regarded in the light of the following letter, the original of which I have? Mr. Rhodes was then, and is now, Superintendent of Motive Power of the Chicago, Burlington and Quincy Railroad:

Office of the *National Car and Locomotive Builder.* }
 Angus Sinclair, Editor. New York, December 28, 1888. }

Mr. George H. Baker:

MY DEAR FRIEND: Your letter of the 26th is just received and I proceed to answer it at once. I am very much pleased with the plan of your instruction book and feel sure that you are going to put very valuable information before a class of men who are badly in want of it. If your success equals my anticipations you will have on the "Q" system the best class of locomotive runners in the country.

* * * * *

I have felt certain from the first that you would get very well along with Mr. Rhodes. He is an exceptionally fine gentleman. **You need have no hesitation about telling him how far we acted together in that circular matter.**

* * * * *

With kind regards, I am,

Yours sincerely,
 (Signed) ANGUS SINCLAIR.

The two following letters show that Mr. Sinclair's friendship and confidence in Brother Baker continued for years, and while he was Fuel Expert of the Southern Pacific, and likewise his belief in the purity of Brother Baker's motives:

[*Personal.*]

Southern Pacific Co., Sacramento, June 29, 1891.

Angus Sinclair, Esq.,
 Morse Building, 140 Nassau Street, New York.

DEAR SIR: As you are probably aware, we have recently employed on this system Mr. George H. Baker as fuel expert, his duties being to instruct engineers and firemen in the proper handling and use of fuel. While I have no doubt whatever, personally, as to his ability to discharge these duties, a feeling antagonistic to him has sprung up, caused, as I understand it, by his connection with the C. B. & Q. strike; and if this feeling continues of course his usefulness to us will be greatly affected. He advises me that you are perhaps more familiar with his connection with the strike and the Brotherhood of Locomotive Engineers than any other man, hence I write to ask you if in your opinion he so conducted himself, or acted in any way so as to merit the censure of the Brotherhood of Locomotive Engineers.

(Signed)

H. J. SMALL,
 Superintendent M. P. & M.

Office of the *National Car and Locomotive Builder.* }
 Angus Sinclair, Editor. Morse Building, 140 Nassau Street, New York, July 5, 1891. }

H. J. Small, Esq., Superintendent M. P. & M.

DEAR SIR: Your letter asking me if I know anything about the connection of Mr. George H. Baker with the C. B. & Q. strike is received. From personal knowledge I am aware that Mr. Baker denounced a certain secret circular sent out by the committee of strikers, and shortly afterward he was ex-

pelled from the Brotherhood. Shortly afterward he entered the employ of the C. B. & Q. as instructor of enginemen, which of course gave violent offense to most members of the Engineer's Brotherhood.

He is a very able and reputable man, and I very much regret that the Engineers' Brotherhood oppose him, for I think the act which brought upon him the ill-will of the order was done with the purest of motives.

Yours truly,

ANGUS SINCLAIR, Editor.

(Signed)

Mr. Sinclair's next letter was written after he had received and read Brother Baker's sworn statement which largely concerned him; and it is interesting to note that he does not deny a single incident mentioned about him in the statement. Far from denying any part of it, he admits the association of action between himself and Brother Baker:

Office of the *National Car and Locomotive Builder*, }
Morse Building, 140 Nassau Street, }
New York, August 16, 1891. }

Angus Sinclair, Editor.

George H. Baker, Esq., Sacramento, Cal.

DEAR SIR: Absence from home and unusual pressure of business have prevented me from answering your letters more promptly. I am sorry to hear of the persecution you have been subjected to by the Brotherhood interests, and I cannot but feel that it originates through ignorance of what you really did in connection with the C. B. & Q. strike. **I have talked with a great many men about the sal soda and emery circular, and I have failed to meet a Brotherhood man who was not as much opposed to that method of warfare as we were. The animosity to you must arise from ignorance of what you really did.** I intend to take up the matter with Mr. Arthur the first time I meet him, for I cannot believe that he would misrepresent your case if he properly understood the facts.

Yours sincerely,

(Signed)

ANGUS SINCLAIR, Editor.

Brother A. R. Cavner, our former Second Grand Assistant Engineer, probably knew Brother Baker better than any other man. Baker had fired for Cavner two years on the Chicago & Alton, and their friendship and confidence in each other never ended. I quote as follows, from a letter in my possession written to Baker by Cavner, dated at Chicago, July 16, 1891. It was written on Cavner's receipt of Baker's sworn statement:

Chicago, July 16, 1891.

George H. Baker, Sacramento, Cal.

Esteemed Friend: Am just in receipt of yours of 10th inst., and the information conveyed. The statement you made, as per inclosed copy to me, is entirely proper. Your statement is absolutely true—the facts in every particular. * * * *

George Baker, you had the courage of your honest convictions, and I believe from the proof in my possession you took a manly course to carry them into effect. * * * It appears they would like to persecute and injure you. No! Not if I can raise my voice against it. As long as I have known you, I have yet to learn of an unmanly or dishonest act upon your part; and until I have positive proof to the contrary, you shall have my unflinching friendship. I am yours to command for anything consistent, proper and straight in my power to exercise in your behalf.

Very truly yours,

(Signed)

A. R. Cavner.

The grave claimed "Aleck" Cavner six years ago, but I herewith let his "voice" as expressed in written words give tardy proclamation to his endorsement of the truth "in every particular" of Baker's statement, and announce his confident trust and "unflinching friendship."

In giving this information concerning Mr. Sinclair, I do so simply as an act of justice to Brother Baker; and with no wish to in any way injure Mr. Sinclair. As we disapprove of the circular mentioned, and disown it as a Brotherhood act, we cannot blame Mr. Sinclair for what he did in regard to that matter; although it must appear to all that his anxiety was equal for association with Baker when association promised gain, and for abandonment and denial of association when these promised gain.

This statement is made because I feel that justice demands it, and that the uncertainty of life suggests that what justice demands should not be postponed. No man can fight an enemy harder than I, and when the war is over and I can be shown that justice demands peace, none can "bury the hatchet" deeper than I. For Brother George H. Baker I invoke the peaceful and brotherly consideration of the members of the Brotherhood of Locomotive Engineers, for he is a friend and a Brother who has suffered long and patiently under unjust persecution.

JOHN W. KNOWLTON,

First Assistant Engineer, Decatur Division 155, Brotherhood of Locomotive Engineers.

Approved: W. E. CLARK,

Chief Engineer.

DECATUR, ILL., NOV. 29, 1897.

